INNOVATING SOLUTIONS

Modern Slavery Statement

2026

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01 Introduction



01 Introduction

OUR COMMITMENT

This statement sets out the steps taken by GMV (together with its subsidiaries, “the Company”) during the financial year ending 31 December 2025 to prevent modern slavery, including human trafficking, forced and child labour in its business, operations and supply chain, and the proposed actions to support this going forward.

Published in accordance with the UK Modern Slavery Act 2015, this Statement also fulfils the Company’s statutory disclosure requirements under the Act, demonstrating both legal compliance and a broader commitment to safeguarding human rights.

The Company is committed to upholding fundamental human rights. The Company affirms its commitment to the International Bill of Human Rights and the principles set forth in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. The Company recognizes that these documents represent the standards for the protection and respect of human rights.

The Company extends this commitment to its partners and suppliers, whom it expects to share and apply these fundamental principles in their own operations.

WHAT IS MODERN SLAVERY?

Modern slavery is a term used to describe serious forms of exploitation, including slavery, servitude, forced or compulsory labour and human trafficking. It occurs when an individual is controlled, coerced, deceived or otherwise deprived of their freedom for the purpose of exploitation or personal gain, and it is a global issue that can affect every country, sector and industry. It represents some of the gravest forms of human rights abuse in society.



Slavery



Servitude



Forced or compulsory labour



Human trafficking

02 About us



02 About us

GMV AT A GLANCE

1984	11	~80
Year GMV was established	Countries with GMV offices	Countries where GMV has clients

Established in 1984, GMV is a private capital technology business group with an international presence, with offices in 12 countries and clients in nearly 80.

We offer tailored innovation and technology, addressing the specific needs of our clients.

With excellence as our perpetual objective, we have reached a position of leadership in many areas. Our areas of activity include Aeronautics, Automotive, Cybersecurity, Defense and Security, Space, Finance, Industry, Healthcare, Digital Public Services, and Intelligent Transportation Systems (ITS).

We provide a stable environment that fosters professional growth, supported by non-discriminatory policies that ensure fair and equitable treatment for all employees.

GMV's employee value proposition has established the company as an employer of choice. Its inclusion in prestigious rankings such as Forbes reflects the success of GMV's talent management practices in both attracting and retaining professionals, underscoring the company's commitment to employee development and well-being.

OUR AREAS OF ACTIVITY


Space


Aeronautics


Defense and security


Intelligent Transportation Systems


Automotive


Industry


Healthcare


Financial

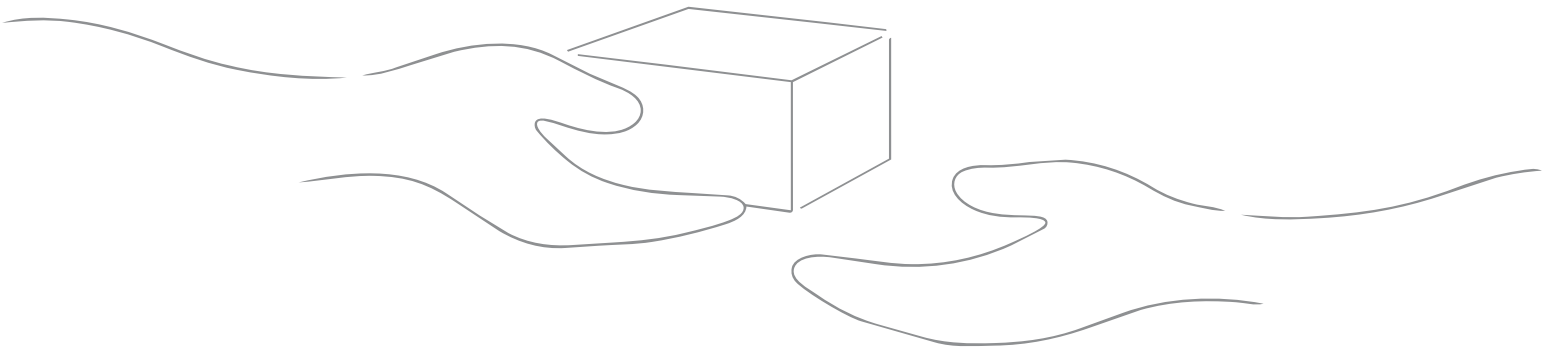

Digital public services


Cybersecurity


Service sector

A stable environment, supported by non-discriminatory policies that ensure fair and equitable treatment for all employees.

03 Our supply chain

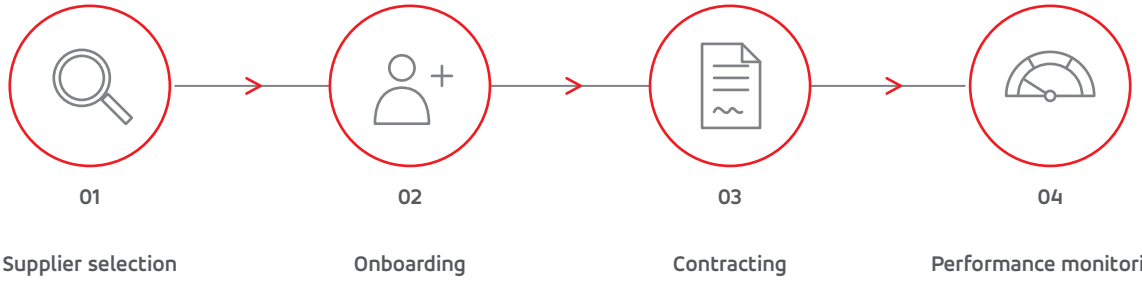


03 Our supply chain

RESPONSIBLE BUSINESS CONDUCT

GMV relies on a diverse network of suppliers and business partners that support the delivery of its technologies, products and services across its different business sectors and geographical markets.

EXPECTATIONS EMBEDDED THROUGHOUT THE SUPPLIER'S LIFECYCLE



These suppliers provide a wide range of goods and services, including technological components, software, professional services, infrastructure, facilities management and other operational support activities.

Given the importance of its supply chain to the successful execution of its business activities, GMV seeks to establish long-term relationships with suppliers that share its values and commitment to responsible business conduct. GMV expects its suppliers and business partners to operate in accordance with applicable laws and regulations and to uphold standards equivalent to those required within GMV in relation to ethics, integrity, human rights, labour practices, environmental responsibility and corporate compliance.

These expectations are embedded throughout the supplier's lifecycle, including supplier selection, onboarding, contracting and performance monitoring processes. Suppliers are expected to comply with the principles established in GMV's applicable policies, contractual requirements and ethical standards, and to promote similar standards within their own supply chains where relevant.

GMV seeks to promote a culture of responsible business conduct beyond its own operations and throughout its value chain, reinforcing its commitment to compliance, integrity and sustainable business practices.

04 Organisational policies



04 Organisational policies

CLEAR EXPECTATIONS

Key Company policies and goals set out clear expectations regarding the Company's own operations and its suppliers:

Human Rights

GMV ensures that all its employees are treated with respect and dignity. We understand that GMV's management is responsible for oversight to prevent any instances of abuse, aggression, threats, or harassment affecting the personnel.

Sustainable Development Goals

At GMV, we believe in a future that is safer, fairer, and more sustainable. This is why we perform our activities in alignment with the United Nations Sustainable Development Goals (SDGs), making our contribution through projects that generate a real positive impact. Each initiative reflects our commitment to responsible innovation and sustainable global development.

GMV is a member of the UN Global Compact. As a declaration of its firm commitment to innovation-led, progress-seeking sustainable development, GMV is part of the United Nations Global Compact, the leading international initiative promoting corporate sustainability and responsibility.

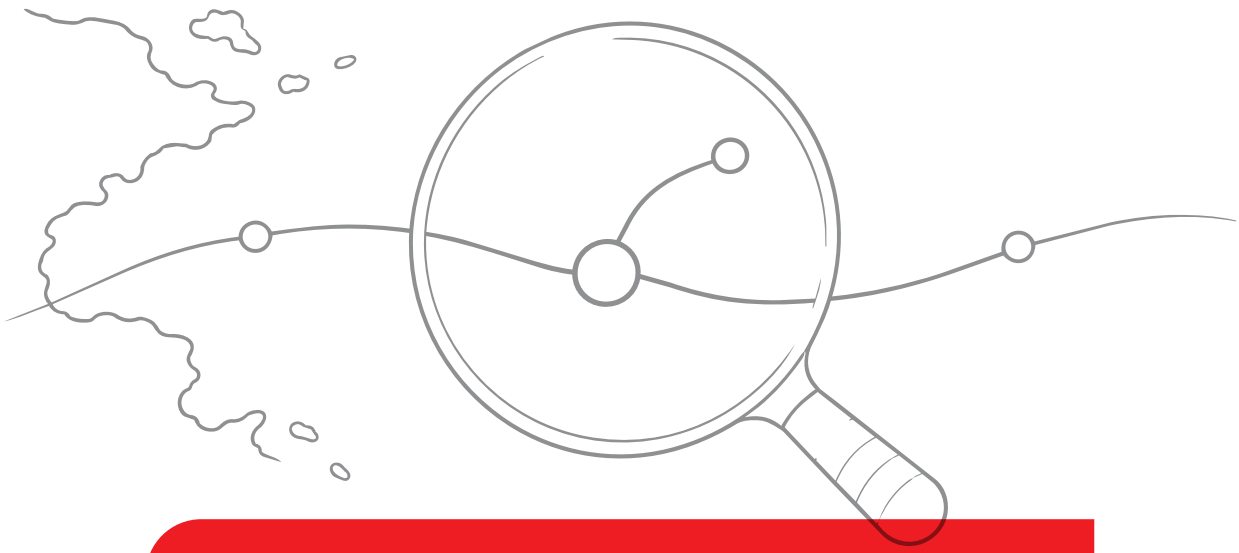
Code of Ethics

The Code of Ethics is formulated with the clear objective of maintaining an ethical and professionally rigorous position throughout GMV's organization, respectful of any personal orientation, with absolute respect for legal regulations in all areas – criminal, commercial, tax, etc. – including due diligence in matters of modern slavery and child labour, all of which are fundamental in all our practices and all of which are aimed at making GMV a serious, disciplined, transparent and fundamentally honest business group in all its actions.

GMV has no presence or operations in any country where child labour is permitted by law. Because of the nature of our activities, there is no risk of situations involving child labour, or where young workers would be exposed to hazardous working conditions. However, in our Code of Ethics we express our complete opposition to child labour in our own business activities and in those of our product or service suppliers.

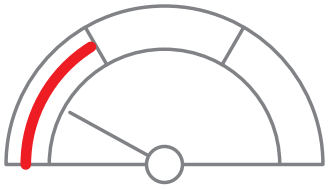
This Code of Ethics is available to all employees through the corporate intranet and on the company's official website.

05 Risk assessment



05 Risk assessment

DIRECT WORKFORCE AND PURPOSE



LOW RISK

We assess the risk of modern slavery within GMV's direct workforce to be low. Our core business activities are predominantly technology-driven, requiring highly skilled, professional, and qualified employees who are inherently less vulnerable to exploitation.

1. PURPOSE

The purpose of this Risk Assessment is to identify, assess, prioritize and mitigate the risks of modern slavery and human trafficking within GMV's supply chain.

The assessment considers both:

Geographic risk

Including jurisdictions where forced labour is known to be more prevalent.

Inherent sector and workforce risk

Including the nature of the goods and services procured and the characteristics of the workers potentially involved.

The assessment adopts a risk-based approach and considers the vulnerability of workers, the structure of employment arrangements and the extent to which GMV can exercise influence over suppliers.

05 Risk assessment

ASSESSMENT METHODOLOGY

2. ASSESSMENT METHODOLOGY

The assessment was conducted in two stages:

01

Saliency-based assessment

Identification of areas of the supply chain presenting potentially significant human rights and modern slavery risks.

>

02

Risk-based assessment

Further evaluation of suppliers against defined risk indicators.

The principal risk indicators considered were:

RISK INDICATOR	RELEVANCE TO MODERN SLAVERY RISK
Labour-intensive activities	Increased potential for exploitation where work is low-skilled and labour costs are a significant component of the service
Low-skilled / low-paid roles	Workers may have increased vulnerability to exploitation
Migrant workers	Potential vulnerability arising from immigration status, recruitment practices, language barriers or dependency on employers
Agency workers	Additional intermediaries may reduce transparency over employment conditions
Subcontractors	Increased supply-chain complexity and reduced direct visibility
Geographic location	Certain countries/regions present a higher prevalence of forced labour
Nature of goods/services	Certain sectors and procurement categories may inherently present greater labour-related risks

06 Risk mitigation



06 Risk mitigation
ACROSS THE VALUE CHAIN



GMV seeks to mitigate modern slavery, human rights, ethical and compliance risks throughout its value chain through a combination of governance, due diligence, awareness and reporting mechanisms.

The standards and expectations applicable to suppliers and business partners are supported by GMV's Code of Ethics and related compliance policies, which establish the principles of integrity, lawful conduct and respect for human rights that underpin all business relationships. Suppliers are expected to comply with these principles and to address any concerns identified through the Company's supplier management and due diligence processes.

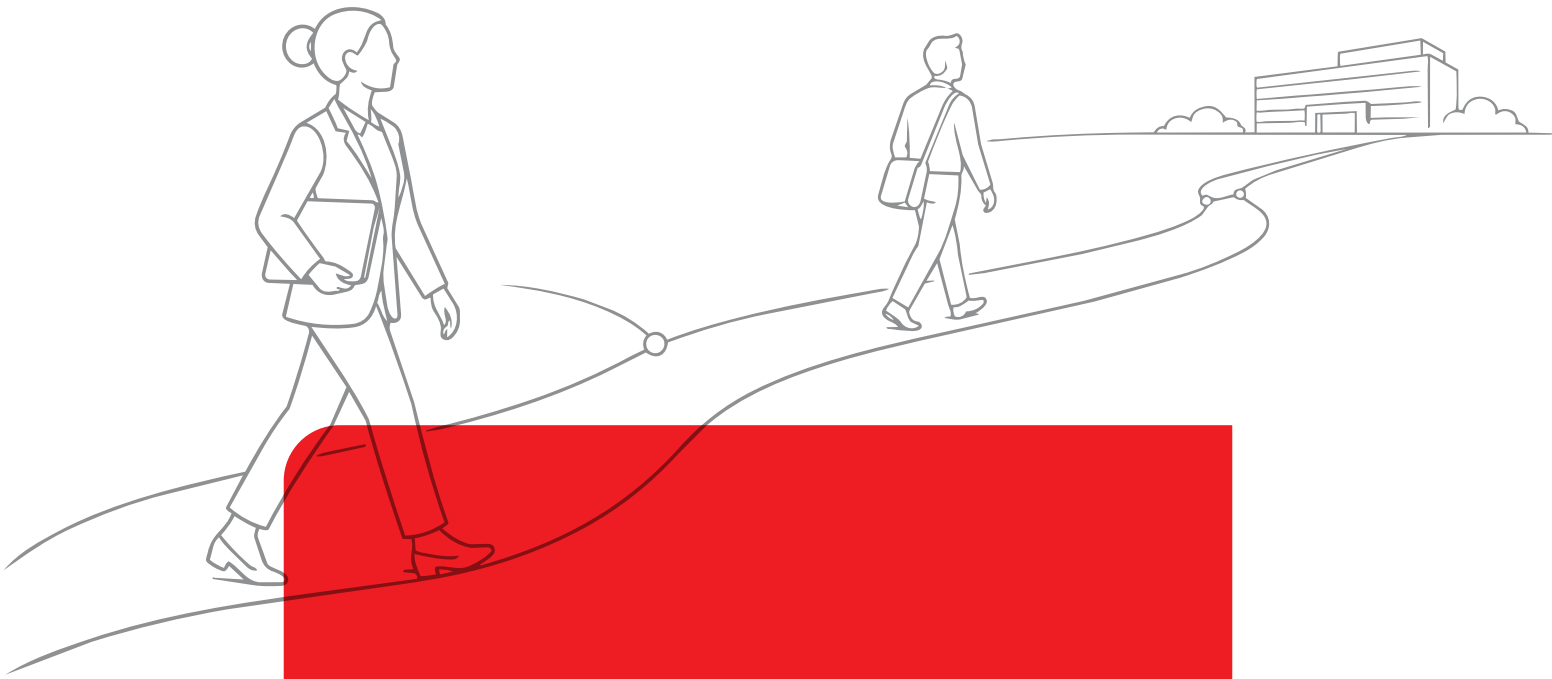
Where a supplier is unwilling or unable to demonstrate alignment with these expectations, GMV may consider the matter as part of its ongoing assessment of the business relationship, taking into account the nature and severity of the issue, the supplier's willingness to cooperate and the effectiveness of any remedial measures implemented.

GMV also promotes a culture of transparency and accountability through the availability of confidential communication and whistleblowing channels, which may be used by employees, suppliers and other stakeholders, where permitted, to raise concerns regarding actual or suspected breaches of legal, ethical or compliance requirements. Reports received through these channels are reviewed in accordance with the Company's established procedures.

In addition, GMV periodically reviews its policies, procedures and risk management practices to support the identification of emerging risks and opportunities for continuous improvement. The Company also seeks to encourage constructive engagement with suppliers and business partners, promoting awareness of compliance, human rights and responsible business conduct expectations across its value chain.

Through these measures, GMV aims to reduce the likelihood of adverse impacts, strengthen oversight of its supply chain and reinforce a culture of integrity and responsible business conduct throughout its operations and business relationships.

07 Next steps



07 Next steps

STRENGTHENING DUE DILIGENCE

As part of its commitment to preventing and mitigating modern slavery risks, GMV continually strengthens its due diligence and supplier oversight processes. In particular, GMV:

01

Reviews and updates its modern slavery risk assessment on a regular basis, prioritizing suppliers, countries and activities identified as presenting a higher level of risk.

02

Maps relevant supply chains where the risk assessment indicates this is necessary.

03

May, on a selective and random basis, request proportionate information from suppliers regarding their labour practices, recruitment processes, and the controls they have in place to prevent forced labour and other forms of modern slavery.

04

Works collaboratively with suppliers to address identified gaps through time-bound corrective action plans, monitors progress against agreed commitments and escalates unresolved issues where appropriate.

05

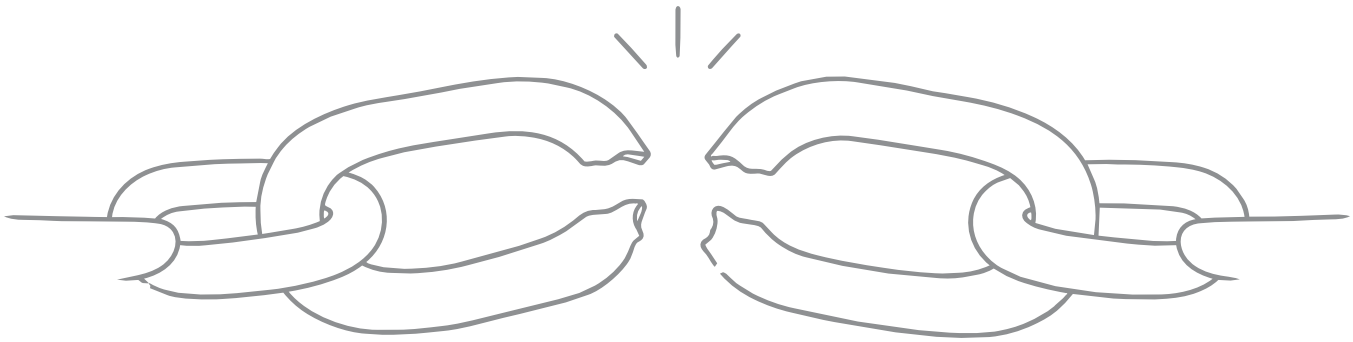
Where a suspected or confirmed case of modern slavery is identified, prioritizes the protection, safety and remediation of affected workers in accordance with the Company's incident management and response procedures.

06

Reviews progress against these actions annually and incorporates the outcomes into its internal governance processes and external reporting, including, where applicable, its Modern Slavery Statement.

Through these measures, GMV seeks to identify, prevent and mitigate modern slavery risks across its value chain and to promote responsible labour practices throughout its supplier network, consistent with the standards of ethics, integrity and compliance expected within the Group's own operations.

08 Conclusion



08 Conclusion

OUR COMMITMENT GOING FORWARD

GMV firmly condemns all forms of modern slavery, recognizing them as serious violations of human rights that inflict significant harm on vulnerable adults and children. As a responsible corporate organization, we acknowledge that genuine progress requires more than good intentions. Accordingly, corporate responsibility has long been an integral part of GMV's business practices and operations.

We remain fully committed to preventing and combating modern slavery, continually strengthening our approach through close collaboration with our supply chain partners. By fostering these relationships, we aim to enhance our collective understanding of the risks involved and reinforce our ability to respond effectively to this complex and continually evolving issue.

