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Modern Slavery Act Transparency Statement

This Slavery and Human Trafficking Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and is made on behalf of OutSystems - Software em Rede, S.A.

OutSystems believes in acting ethically and with integrity in all our business relationships. We do not tolerate any slavery or human trafficking within our business operations, and we are committed to creating effective systems to ensure such activity is not present or permitted.

OutSystems is a provider of a low-code platform for application development in the software business sector. Our holding company is OutSystems Holdings S.A. and our principal operating company is OutSystems - Software em Rede, S.A. with dual head offices located in Linda-a Velha, Portugal and Boston, Massachusetts, U.S.A. The OutSystems group of companies also includes OutSystems Limited UK ("Group"), and the Group has over 1600 (one thousand six hundred) employees worldwide and for the moment operates in 15 (fifteen) countries.

Our Code of Business Conduct and Ethics outlines the principles we follow to ensure we do the right thing and provides guidance to help us to act fairly, legally and with integrity in our dealings with our customers, partners, and suppliers. It includes our policy prohibiting the use of forced labor or child labor or engaging in human trafficking practices when performing services for or on behalf of the company. Our employees receive annual Code of Conduct training and are expected to abide by such restrictions and are required to report any potential violations of forced labor or human trafficking laws of which they become aware. We encourage open communication and have a speak up helpline to provide an avenue for anyone worldwide to report confidentially or anonymously any concerns including those which may be related to modern slavery.

Our supply chains represent various industries and are present in multiple jurisdictions. We take a risk-based approach regarding our supply chains. We consider the software business sector and our business operation to have a low risk of modern slavery because we do not have complex supply chains.

Nonetheless, we believe this is an important issue to be considered as we conduct our business. We will not knowingly enter or continue business with an organization that engages in modern slavery or human trafficking practices. We also have the following policies in place to guard against such practices in our supply chains:

(a)   all contracts with business partners require prior approval at the management level;

(b)   we subject our business partners to various forms of vetting on a case-by-case basis;

(c)   we have a supplier code of conduct which outlines the minimum legal and ethical conduct requirements and standards to ensure those in our supply chain and contractors comply with our values. Suppliers provide us with relevant assurances through their acknowledgement and agreement to abide by our supplier code of conduct .

We will continue to monitor modern slavery risks within our business and supply chains using performance indicators including policy training completion rates, helpline reporting trends, and we will also develop additional processes including risk assessments and enhanced due diligence where applicable.

This statement constitutes our Group's slavery and human trafficking statement for the financial year ending 2024. It was approved by the Board of OutSystems - Software em Rede, S.A on June 25, 2025.

June 26, 2025

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Paulo Rosado
Director