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Achievers' Modern Slavery and Human Trafficking Statement

Last Updated: May 31, 2026

This Joint Statement is made in accordance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023, c. 9)*, the UK *Modern Slavery Act* 2015 and provided by Achievers Holdings Inc. and its subsidiaries, including Achievers Solutions Inc., Achievers Services Corporation and Achievers Solutions UK Ltd. (collectively, referred to as "**Achievers**", "**we**", "**us**" or "**our**" in this Statement). Achievers, until October 2020, was part of the Blackhawk Group of companies and covered by the Blackhawk Network Holdings, Inc. modern slavery statement and strategy. On October 2nd, 2020, Achievers became an independent company in its own right. In September 2021, Achievers Solutions UK Ltd. posted its first Modern Slavery and Human Trafficking statement pursuant to the *Modern Slavery Act 2015* (UK).

Achievers takes the risks of modern slavery occurring in its own business and supply chains very seriously. We believe that many of our existing processes and practices already reduce the risks in both our own business and our supply chains.

Background

Achievers' mission is to change the way the world works by offering employee engagement and recognition software solutions to bring organizations' values and strategy to life by activating employee participation and accelerating a culture of performance. Achievers leverages the science behind behavioral change, so our customer's people and its organization can experience sustainable, data-driven business results. Our science powered, mobile-first smart technology provides high frequency recognition and supplementary reward functionality to our customers, including peer-to-peer recognition, online redemption of rewards, employee surveys and feedback, and various administrative and communication tools designed to help activate employee participation, foster culture, and accelerate performance.

Our Supply Chain

Our core suppliers include third-party technology suppliers required to support our software platform, including for example, cloud hosting infrastructure-as-a-service provider and other software-as-a-service ("SaaS") vendors. With respect to the reward redemption component of our software platform, Achievers engages suppliers in each region for the supply and local fulfillment of rewards which include electronic and physical gift cards, merchandise and experiences. As a SaaS provider, our supply chain is considered low risk for modern slavery and human trafficking. However, we continuously monitor our supply chain and will take appropriate action if we identify a higher risk with any supplier or industry.

Supplier Engagement

Achievers strives to select suppliers that maintain high ethical standards in the conduct of their business. Suppliers are required to adhere to all applicable laws and regulations. To ensure alignment between our values and ethics and those of our suppliers, Achievers requests contractual commitments from its Suppliers, including compliance with applicable laws, specifically Modern Slavery, Anti-Corruption, and Anti-Bribery, and compliance with Achievers' Supplier Code of Conduct (or demonstrate that the supplier has their own code of conduct that meets or exceeds the standards set out by Achievers,).

In late 2021, we formally launched the Achievers Corporate Social Responsibility (CSR) collective, a joint taskforce of internal stakeholders faced with identifying and executing on our purposeful CSR initiatives across

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the organization. In 2023 this collective was professionalized to become the Environmental, Social, and Governance (ESG) committee with formal measurement and tracking goals.

We have implemented a phased approach in updating our supplier selection and onboarding process. Starting 2022, Achievers began requesting its reward fulfillment suppliers and trade vendors to acknowledge and comply with the Achievers' Supplier Code of Conduct or demonstrate they hold equivalent standards.

Within the reward redemption supplier category, Achievers integrates responsible sourcing and human rights principles into the selection, evaluation, and management of our global reward supplier network. Our onboarding and periodic assessments place emphasis on ethical sourcing practices, transparency, and human rights protections. To support these efforts:

- All U.S. based reward redemption suppliers have been classified based on ESG-relevant attributes, with global classification underway.
- Achievers makes an effort to actively seek partners with certified socially responsible organizations, such as B Corporations, to enhance access to ethically sourced rewards.
- Regular supplier reviews are conducted to monitor compliance and identify areas for improvement.

As part of our sourcing strategy, we give preference to vendors who demonstrate transparent and robust commitments to human rights, sustainable procurement, and responsible governance. These practices reinforce Achievers' commitment to preventing modern slavery and human trafficking within the reward fulfillment supply chain.

Our People

It is the People of Achievers who have built our culture where we "Own the Outcome", invest in our relationships and take great pride in our accomplishments. This culture, as well as the reputation we have built with our partners and customers, stands on the pillars of integrity and mutual trust. That is why we have rooted our Code of Business Conduct & Ethics in Our Values to guide each of us in making the right decisions.

Our Code of Business Conduct & Ethics requires all our employees to do business responsibly, ethically, and honestly, as well as comply with all legal and regulatory requirements, including applicable modern slavery and human trafficking laws. All Achievers employees, including consultants and subcontractors we engage, are required to conduct their activities in accordance with our Code of Business Conduct and Ethics.

Compliance Training and Policies

We are committed to ensure that all employees are trained on any legislative requirements, which impact our business. All employees are required to complete a set of relevant training courses upon their employment onboarding with Achievers and annually thereafter. The contents of training courses are reviewed on an annual basis to ensure they are up to date.

Achievers' Compliance Policies are included in our training courses and centrally available to all employees through our intranet site. Any changes or updates to such Compliance Policies are communicated to all employees.

Reporting

We encourage all employees to speak up and share any concerns regarding the violation of the Achievers Code of Business Conduct & Ethics or any of our Compliance Policies. Employees and third parties may raise concerns anonymously through our Compliance and Ethics Help Line or website reporting portal.

Future Commitments

At Achievers, we are committed to implementing and improving upon practices to combat modern slavery and human trafficking in our supply chains and throughout our business. As such, in 2026, we are committed to:

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- Continue with our process to require all new suppliers to comply with our Supplier Code of Conduct, or demonstrate that they have their own code of conduct that meets or exceeds the standards set out by Achievers, and where applicable, use commercially reasonable efforts to ensure that its downstream suppliers comply with the principles set out in our Code of Conduct;
- Updating our reward fulfillment supplier selection process to include classification of suppliers based on ESG-relevant attributes across the US and globally; and
- Review the effectiveness of the steps being taken, including conducting periodic reviews of suppliers to assess compliance with Modern Slavery and Human Trafficking laws.

Board Approval

This Statement has been approved by the Board of Directors of Achievers Holdings Inc. and its subsidiaries, Achievers Solutions Inc., Achievers Services Corp. and Achievers Solutions UK Limited on May 31, 2026 and will be reviewed and updated as necessary on an annual basis.

Attestation

I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Signed by:
Scott Landers
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Scott Landers

CEO and Director, Achievers Solutions Inc., Achievers Services Corp., and Achievers Solutions UK Ltd.

I have the authority to bind Achievers Solutions Inc., Achievers Services Corp., and Achievers Solutions UK Ltd.