

Global Payments Slavery and Human Trafficking Transparency Statement

The Modern Slavery Act 2015 came into effect on 29 October 2015 and requires each company conducting business in the UK and having annual turnover of at least £36 million to provide information regarding the steps it has taken to prevent slavery and human trafficking from occurring within its business and supply chain. We fully support the aims of the Act, and this statement sets forth the steps we have taken to ensure that slavery, forced labour and human trafficking is eradicated from our business.

We make this statement with respect to our financial period ended on 31 December 2024. It is made on behalf and in accordance with Global Payments Inc. and its consolidated subsidiaries, collectively referred to as "Global Payments," the "Company," "we," "our" or "us," unless the context requires otherwise. Subsidiaries subject to compliance with the Modern Slavery Act include GPUK LLP, EVO Payments UK Ltd, takepayments Limited, Total System Services Processing Europe Limited, TSYS Card Tech Limited and TSYS Managed Services EMEA Limited.

Neither Global Payments nor any of its subsidiaries engage in or condone slavery and human trafficking anywhere in the world. The Company, like all of Global Payments' subsidiaries, is governed by a Code of Conduct and Ethics (the Code) which defines our commitment to fostering a work environment in which all individuals are treated with respect and dignity and prohibits discriminatory and unlawful practices like the use of slave labour. The Code, along with other internal policies, including but not limited to our People, Access, and Belonging Mission Statement, Teammember Handbook and Corporate Safety Policy, define our commitment to assuring safe and fair work practices and compliance with labor and employment regulations.

Global Payments will comply with all laws relevant to their operations. In addition, the Company is committed to paying a competitive wage, fair labor practices, safe and secure working environment, and to the inclusive participation of employees through representative organisations.

Our Business

Global Payments Inc. is a leading payments technology company, with

approximately 27,000 team members worldwide, delivering innovative software and services to our customers globally, with worldwide reach spanning North America, Europe, Asia-Pacific and Latin America. The payments technology industry provides financial institutions, businesses and consumers with payment processing services, merchant acceptance solutions and related information and other value-added services. Our technologies, services and team member expertise allow us to provide a broad range of solutions that enable our customers to operate their businesses more efficiently across a variety of channels around the world

The Company works with global suppliers across a number of different industries including businesses with operations in each of the geographic regions where we distribute our services.

Our Principles

We are committed to upholding the highest ethical standards in all of our corporate activities. In connection with this commitment, we have adopted an Employee Code of Conduct and Ethics (the “Code”). Our Code sets out the internal policies which all of our employees are required to follow in the course of their employment and representation of the Company. All employees must understand and comply with the Code, and we deliver annual training on the Code to underscore the Company’s commitment to conducting business with integrity and in an ethical manner.

Our Code is interconnected with our values, which serve as the roadmap for how we conduct business. Our Values define our commitment to core principles including:

- Passion
- Care
- Accountability
- Excellence
- Ingenuity

Our values are our common thread, ingrained in how we operate and in the behaviors of all team members in our organization. Combined with the Code, they define our commitment to responsible and ethical business practices within our value chain.

Our Supply Chain

In addition to conducting our business in accordance with our Code, we strive to

ensure that our supply chains adhere to the same principles, commitment to compliance and do not contribute toward slavery, forced labour or human trafficking. Our standard vendor agreement requires each vendor to acknowledge our Code and to comply with applicable laws and regulations. We are committed to partnering only with vendors who share our standards and our commitment to conducting business in an ethical manner, and we seek to identify those who have taken steps to prevent slavery and human trafficking within their own businesses and supply chains.

Our Procurement, Legal, and Enterprise Risk, which includes Vendor Risk Management, along with other internal stakeholders partner to implement a cross functional vendor management governance structure.

Following is a summary of some of the functions, policies, and steps we have taken to ensure that all vendors providing goods and services to Global Payments, comply with regulations and meet our standards and expectations.

Vendor Risk Management Program.

Global Payments uses a risk-based approach for selecting and managing its vendors to provide oversight throughout the vendor lifecycle. The primary components of this approach include:

- Risk assessment and due diligence
- Contract preparation and negotiation
- Ongoing monitoring and reporting
- Termination and off-boarding

Our comprehensive Vendor Management Program Office (VMPO) oversees the Vendor Risk Management process which governs our due diligence process and supports the engagement with each of our vendors across the Company. The Company conducts due diligence and risk assessments prior to and throughout the course of the relationship with each vendor to validate they conduct business in a compliant and ethical manner (as defined in our Code). The VMPO is centrally managed and regularly audited to confirm compliance across the Company. Our Vendor Risk Management Policy defines the roles and responsibilities of stakeholders responsible for the governance of processes related to the engagement, assessment, and review of third-party vendors.

Risk Assessment and Due Diligence

Prior to entering into a relationship with a new vendor, we conduct due diligence

activities to assess the risks of partnering with that vendor and to provide assurance that the vendor meets our expectations regarding adequate controls. As part of these due diligence exercises, we require that our vendors are compliant with applicable laws related to forced labour and human trafficking and that they have implemented appropriate controls to ensure forced labour and human trafficking do not occur within their businesses or their own supply chains.

Worldwide Terms & Conditions

Our contracts with our vendors contain specific terms and conditions which require them to comply with all applicable laws and regulations in their provision of goods or services and to conduct their business in accordance with our standards and expectations. We reserve the right to terminate our contracts for noncompliance with such laws, regulations and standards.

Ongoing Monitoring

We conduct ongoing monitoring of our vendors to ensure that they are compliant with their contractual commitments and are delivering products or services in accordance with our standards. During this process, vendors may be required to renew their assurance of compliance with all applicable laws and regulations, including forced labour and human trafficking regulations. Vendors which present heightened risks may be subject to additional audits or reviews, and those found to be in non compliance with contractual commitments are subject to penalties, up to and including termination.

Talent Management: Recruitment, Health & Safety of Team Members

Global Payments Human Resources (HR) function is a key stakeholder in ensuring we comply with applicable labour laws and regulations and our commitment to preventing human trafficking and forced labor in our operations. To support our recruitment efforts we continue to ensure that there is a robust recruitment procedure in place. Our recruitment process, supported by internal global policies and procedures, are compliant with applicable employment and labour regulations, including UK Employment Legislation and includes rigorous Right to Work checks, for example obtaining references, understanding employment gaps and reviewing original right to work documents to ensure vulnerable workers are not being exploited. Credit background checks (CBR) checks are undertaken on all new recruits and team members.

Additionally, the Company uses reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. As with all vendors, employment agencies are required to review and acknowledge the Code.

Whistleblowing and Incident Reporting

The Company's Whistleblowing Policy is designed to make it easy for team members to make disclosures without fear of retaliation. The Whistleblowing Policy outlines the multiple ways a concern, incident, or violation can be reported. Team Members may notify:

- Local HR Business Partner
- Manager
- General Counsel's Office
- EthicsPoint helpline

Ethicspoint, is a whistleblowing and incident management platform from Navex, that allows the user to submit anonymous notifications. The Company encourages all stakeholders (internal and external) to report concerns through Ethicspoint. This includes any circumstances that may give rise to an enhanced risk of modern slavery or human trafficking. A link to the EthicsPoint hotline is available on the Company's website. If an incident is reported or a concern has been raised, the Company will assign an independent chairperson, ensuring there is no conflict of interest, to investigate.

Additionally, our Vendor Risk Management Policy outlines a communication process if a potential issue, risk, or incident is identified with a vendor. Relationship Managers are responsible for notifying the VMPO of incidents or suspected activities that impact or interrupt services. This includes any suspected or actual activities relating to human trafficking and forced and slave labour.

Training and Policy

Global Payments implements a robust training program, which includes routine training on our Code and the Modern Slavery Statement. All Team Members are required to

complete annual training on our Code. Team Members also receive routine training on our People, Access, and Belonging Program (formerly DEI), Vendor Risk Management, and the Modern Slavery Statement. Communications are provided to suppliers as needed.

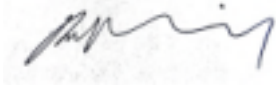
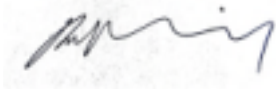
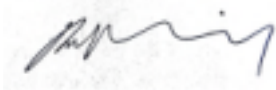
We maintain an Anti-Slavery & Human Trafficking policy and it is reviewed on a periodic basis.

Continuous Improvement

As we continue our commitment to ensuring fair labor practices and a safe work environment for our team members, and to responsible sourcing practices within our supply chains, we plan to continue to identify opportunities to improve our diligence practices and enhance awareness and communication to minimize and eliminate risk of human trafficking within our value chain. Global Payments is committed to a zero tolerance approach to modern slavery, human trafficking, and violation of human rights is achieved in practices.

This statement has been approved by the directors of Global Payments UK Limited(

Global Payments UK Limited is a partner of GPUK LLP), EVO Payments UK Ltd, takepayments Limited, Total System Services Processing Europe Limited, TSYS Card Tech Limited and TSYS Managed Services EMEA Limited .

Signature	Title and Subsidiary	Date
Konrad Kelling 	Director, Global Payments UK Limited	29.05.25
Konrad Kelling 	Director, EVO Payments UK Ltd	29.05.25
Konrad Kelling 	Director, takepayments Limited	29.05.25
Rene Kruse	Director, Total System Services Processing Europe Limited	02.06.2025
Rene Kruse	Director, TSYS Card Tech Limited	02.06.2025

Rene Kruse	Director, TSYS Managed Services EMEA Limited	02.06.2025
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