1Password Modern Slavery Transparency Statement

This statement is made on behalf of **AgileBits Inc.** (doing business as 1Password) and its subsidiaries (collectively, the "**Company**" or "**1Password**"). This statement is published in accordance with the United Kingdom's *Modern Slavery Act* 2015 as a demonstration of our commitment to anti-slavery practices and an affirmation of the values we hold and adopt across our business.

1Password is committed to ensuring that we trade ethically, source responsibly, and work with our suppliers to prevent modern slavery and human trafficking throughout our organization and in our supply chain.

Our organizational business and structure

Established in 2005, 1Password is a privately held company that offers identity security and access management solutions built for the way people work and live today. 1Password is on a mission to eliminate the conflict between security and productivity while securing every sign-in for every app on every device.

1Password's registered office is located in Toronto, Ontario, Canada. The Company operates globally, providing software as a service ("**SaaS**"), employing over 1,300 employees working remotely in multiple jurisdictions. AgileBits Inc. is the ultimate parent company of all our subsidiaries, including UK-based AgileBits UK Limited and Trelica Limited.

Our supply chains

As a SaaS company, 1Password does not have an active supply chain of consequence. The risk of modern slavery existing within our supply chain is low. 1Password does not source suppliers from jurisdictions where modern slavery or human trafficking would generally be a material risk. Our supply chain predominantly consists of:

- suppliers of products and services used by or incorporated into our own product and services offerings (including facilities providers, software development, cloud service providers, and computer hardware).

- suppliers of products and services for marketing merchandise, travel providers, hospitality services and human resource services, including recruitment agencies.

- professional services of various advisors, including external law firms, tax advisors, accountants and insurance brokers.

Our workforce is fully remote and is made up of skilled professionals in technology and business services. While the nature of our business minimizes such risks, 1Password remains dedicated to upholding practices that align with human rights and ethical labour standards and will take appropriate measures if a higher risk of modern slavery within our supply chain is deemed to exist.

Our policies relating to 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 chains or in any part of our business. We continuously review and update all our policies.

Our Code of Conduct (the "**Code**") and Anti-Bribery and Anti-Corruption Policy reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We also expect the contractors, consultants, partners, vendors and suppliers with whom we do business to demonstrate values and standards similar to those in the Code, and we strive to ensure that they are made aware of our policies that are applicable to the work they do with or for us.

1Password also maintains a Whistleblower Policy which sets out various methods for our employees to confidentially and anonymously raise concerns of wrongdoing within the company, including perceived unethical, fraudulent or illegal business conduct.

We also ensure compliance with all applicable laws, rules and regulations relating to employee recruitment and terms and conditions, including obtaining right to work evidence from our employees. We are committed to ensuring our employees receive fair compensation that supports a good quality of life; and conduct regular audits of both individual salaries and company-wide pay bands to maintain competitive wages. Through these practices, we exceed statutory minimum wage requirements and align with living wage standards.

Due diligence processes for slavery and human trafficking

Given the nature of its business and industry, 1Password considers its supply chains to pose a low risk of modern slavery. The majority of our supply chains are based in Canada, United States, the United Kingdom or the European Union, where the labour environment is well-regulated. 1Password's workforce and activities are primarily based in North America and Western Europe, which are regions that pose a lower risk of modern slavery. 1Password considers the latest governmental advice and guidance; and conducts a risk-based assessment of its operations and supplier base.

We also have in place systems to:

- identify and assess potential risk areas in our supply chains
- monitor potential risk areas in our supply chains
- protect whistleblowers

We expect all our contractors, suppliers and other business partners to uphold the same high standards as 1Password, by ensuring all employees and workers are treated with dignity and respect in a fair and ethical environment. It is important to us that our employees are aware of the issues surrounding modern slavery and support our values. We intend to work with relevant employees to reinforce any steps that should be taken and to remind them of the channels through which any concerns can be reported.

To date, 1Password has not identified any instances of modern slavery or human trafficking in its operations or supply chains. Should any instances be identified, we are committed to taking prompt remediation action and, where appropriate, engagement with relevant authorities.

Training

1Password is committed to developing training and awareness initiatives for employees on the risks of modern slavery and human trafficking. We will continue to build our approach in this area, with a focus on employees in roles most relevant to identifying and reporting potential risks.

Assessing Effectiveness

1Password periodically reviews its policies, due diligence processes, and supply chain risk assessments to evaluate their effectiveness in preventing and reducing the risk of modern slavery and human trafficking in our operations and supply chains. We are committed to improving our approach year-on-year and will build on this statement in future reporting periods.

Summary

This statement is made pursuant to section 54(1) of the *Modern Slavery Act* 2015 and constitutes 1Password's modern slavery and human trafficking statement for the financial year ending December 31, 2025. It was approved by the Board of Directors on July 28, 2026.