

Ultra Electronics UK Holdings Limited

2024 Anti-Slavery and Human Trafficking Statement

This statement constitutes the slavery and human trafficking statement for the Ultra group (“**Ultra**”) for the financial year ended 31 December 2024 pursuant to Section 54 of the Modern Slavery Act 2015. It confirms our position in respect of such matters and highlights the steps we have taken to ensure that there is no slavery or human trafficking known to be taking place within Ultra or its supply chains.

Organisational Structure, Business and Supply Chains

Ultra offers technologies and services across defence and aerospace markets.

On 1 January 2024, the business continued to operate in the following areas of business (“**BU**”), supported by a central head office and management team:

- Ultra Maritime: a leading provider of undersea warfare systems, products and solutions, delivering advanced technologies that create maritime warfighting advantages for ‘five-eyes’ and allied defence customers across surface, sub-surface and unmanned platforms;
- Ultra Intelligence & Communications: provides critical, tactical capabilities that inform decision making in the most challenging environments;
- Ultra Precision Control Systems: offers safety-critical electronic and pneumatic systems for military air & land platforms and commercial aerospace through its Critical Control, Stores Ejection and Data Processing value streams; and
- Ultra Energy: designs and manufactures safety solutions for highly regulated markets, such as nuclear, space and aerospace, as well as industrial manufacturing sectors.

Disposals

- On May 30 2024, an agreement was signed for Curtiss Wright to acquire 100% of Ultra Energy for a purchase price of approximately \$200 million. Completion of the transaction took place on 31 December 2024.
- On 8 July 2023 an agreement was signed for ESCO Technologies to acquire the Signature Management & Power business of Ultra Maritime for a purchase price of \$550 million. The transaction completed on 25 April 2025.
- On 16 June 2025 an agreement was signed for Eaton to acquire 100% of Ultra Precision Control Systems for a purchase price of approximately \$1.55bn. Completion of the transaction is subject to customary regulatory approvals.

Codes and policies

Each Ultra BU maintains its own policies in relation to anti-slavery and human trafficking. The Ultra Group Code of Conduct adopted by all Ultra BUs also specifically references Ultra’s approach to antislavery and human trafficking.

Employees at each BU and the head office can raise concerns or suspicions on slavery or human trafficking to a supervisor or manager. They can also speak to Human Resources, a Compliance Champion or SpeakUp at EthicsPoint, an online and free phone reporting tool, which is operated by an

independent third party and to which reports may be submitted anonymously. Every report submitted is assessed and investigated. There were no reports of slavery or human trafficking received in 2024.

Risk assessment and due diligence

A prioritised, risk-based due diligence approach has been developed by each BU for both internal operations and global supply chains. The approach assesses recruitment practices, geographic risk and industrial sector risk against relevant legislation.

All Ultra BUs are required to make an annual certification in relation to compliance with the matters described in this statement.

Approval of this statement

This statement was approved by the board of directors on 31 July 2025.

Signed:

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Sven Lewis
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Sven E Lewis

Director

Ultra Electronics UK Holdings Limited