

Volex Slavery and Human Trafficking Statement

This statement is made on behalf of the Board of Directors of Volex plc further to the requirements of the Modern Slavery Act 2015 (“the Act”), which under Section 54 requires large employers with a turnover of more than £36 million to be transparent in their efforts to eradicate slavery and human trafficking in their supply chain.

This statement takes into account the activities of all wholly-owned Volex subsidiaries worldwide but excludes those where Volex has a minority ownership. For a full list of our entities please refer to our latest Annual Report and Accounts which is accessible through our website. Those covered by this statement are listed in Annex 1 at the end of this statement.

Legal and regulatory framework

This statement is made under section 54 of the Modern Slavery Act 2015 and has been prepared with reference to the Home Office statutory guidance, Transparency in Supply Chains (March 2025 edition), including the Level 1 and Level 2 disclosure framework it sets out. As a supplier to United States federal customers we also meet the requirements of the US Federal Acquisition Regulation Part 52.222-50, Combating Trafficking in Persons. Our operations and supply chain are subject to national labour law in each of the countries and territories in which we operate.

Beyond these legal requirements we align our approach to the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the OECD Due Diligence Guidance for Responsible Business Conduct. These standards are not binding on Volex, but they set the expectations against which our customers, our investors and our people assess us, and the Board has adopted them as the framework for our human rights due diligence.

Two forthcoming changes will alter what is required of us, and we are preparing for both.

The Immigration and Asylum Bill, currently before Parliament, would replace the present discretionary reporting regime with mandatory statement content, a six-month publication deadline, compulsory submission to the Modern Slavery Statement Registry, a signed declaration of accuracy, and financial penalties. Because those obligations attach to the steps an organisation takes during the year being reported on, we are building the necessary systems and evidence now rather than at the point of first publication.

The EU Forced Labour Regulation applies from 14 December 2027 and prohibits placing on, making available on, or exporting from the European Union market any product made with forced labour at any point in its supply chain. It applies to every product and every sector without a turnover threshold, and it is an obligation of result: strong due diligence supports us in an investigation but does not excuse a finding. With operations in seven EU member states and significant sales into the European market, improving traceability in our supply chain is the principal way we are preparing.

We also monitor the US Uyghur Forced Labor Prevention Act, Canadian supply chain reporting legislation and the EU Corporate Sustainability Due Diligence Directive as they develop.

Modern slavery ‘refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power’. Modern slavery is a fundamental violation of human rights and takes various forms, all of which serve to deprive a person of their liberty for another’s commercial or personal gain. These forms include, but are not limited to, compulsory labour, servitude, slavery and human trafficking.

Section 1 – Organisational structure, our business and our supply chain

Volex is a leading integrated manufacturing specialist for performance-critical applications and supplier of power products, with a workforce on payroll of approximately 12,500¹ working across 23 manufacturing locations across 25 countries including the UK, Europe, Türkiye, the United States, Canada, Mexico and Asia. We also have a number of associated sales and administrative offices.

We operate the business through 5 operating regions and a full list of the countries/territories in which we have either a manufacturing operation or an office is set out below.

For a fuller description of our organisational governance please review our Annual Report and Accounts which is available through our website.

North American region	European region	Türkiye region	Asia Pacific region	China region
Canada Mexico United States	Belgium Germany Ireland Italy North Macedonia Poland Romania Slovakia UK	Türkiye	Australia India Indonesia Japan Malaysia Philippines Thailand Singapore Vietnam	China Hong Kong Taiwan

Notes to Table 1:

1) Our Modern Slavery statement and supporting activities address our entire workforce, including those workers who are not on payroll. Our total workforce at the year ending 31 March 2026 was 15,044 including 12,677 employees on payroll. We had 660 workers who were engaged under an outsourcing framework and a further 1,712 engaged via a temporary contract model primarily, with approximately 85% of these at our InYantra facility in Pune, India. A dispatch model is also used in China to support our operational requirements with 132 employed at the year-end.

2) At the end of FY2026 we had employed fewer than 10 employees in the following countries/territories: Australia, Italy, Hong Kong, Canada, Belgium, Thailand, Philippines, Japan, Germany, Malaysia and Taiwan

Volex’s products and services

As a specialist manufacturer of critical power and data connectivity solutions, the Group serves international blue-chip customers in five end-markets: Complex Industrial Technology, Consumer Electricals, EV & Electrification, Medical and Off-Highway. Our product range includes:

- Power Cords, Plugs, Connectors and Receptacles
- Electric Vehicle Charging Solutions (grid cords and charging infrastructure)
- Custom Cable Assembly and Wire Harnesses
- High-Speed Copper Inter-connect and Data Transfer Cables
- Integrated Manufacturing Services, including PCBa production and box builds, and:
- Cable Extrusion

More information about our products and services can be found on our website.

Volex Slavery and Human Trafficking Statement

Volex's core business processes

Within our operations we utilise a number of key manufacturing processes to deliver our products and services to our customers. As a vertically integrated manufacturer we have taken in-house a number of our upstream manufacturing processes further reducing our upstream supply chain risks. Our manufacturing processes include polymer compounding, wire extrusion, cable extrusion, plastic injection moulding and tubing, stamping and terminal machining, power cord and wire harness manufacturing, PCB assembly and box build and system assembly.

Overview of our workforce

Our stated workforce at year end FY2026 is 12,500. This represents those employees on payroll. However as a manufacturing company we maintain essential flexibility within our workforce by engaging a number of other workers under different models of engagement.

At the end of FY2026 we engaged approximately 16% of our global workforce in one of the following categories, we had:

- 660 workers engaged under an outsourcing framework. Under an outsourcing model we contract with a third party to manufacture certain components for us exclusively. The third party is responsible for employing its workforce and there is no employment relationship between Volex and their workers. This category also covers service contracts such as cleaning, security and catering.
- A further 1,712 workers are engaged via the provision of temporary, short-term contracts. These can be either be on payroll or through a third party which is the model used by our InYantra facility in Pune, India which accounts for approximately 85% of workers in this category.
- We also utilise a dispatch model of engaging workers in China where we utilise a third party to provide us with temporary workers to meet fluctuations in production demand, with the service agreement sitting between the third party supplier and the worker.

Every part of our workforce is important to us and covered by the scope of this Statement.

Overview of our supply chain

In FY2026 we bought from more than 3,100 suppliers across 44 countries, direct and indirect, strategic and local, that support our operations around the world. We have excluded those entities which constitute inter-company trade.

Our supply chain is concentrated: around 200 suppliers account for 80% of our direct spend, and 429 account for 90%. This concentration is what allows us to focus our due diligence where it will make the most difference. We recognise that there are risks of modern slavery throughout our supply chain, in particular in relation to forced labour, which is the most common form of modern slavery, and we conduct audits systematically for both our strategic suppliers and those on-site suppliers of labour-based services such as security, catering and cleaning services.

Section 2 – Organisational commitment and policies

Modern slavery risk management governance

The Board is responsible for ensuring that we comply with our obligations under the UK's Modern Slavery Act and other related legislation. The Board has delegated responsibility to ensuring compliance to the Safety, Environment and Sustainability Committee through which the Board monitors the effectiveness of our governance processes. Executive responsibility is assigned to the Group HR Director and our VP, Global Procurement.

Volex has a zero-tolerance approach to any form of modern slavery. We are committed to ensuring there is no modern slavery or human trafficking in any part of our business or at any point in our supply chains. We undertake to ensure there is transparency about the risks of modern slavery throughout the business, with a commitment to build on that undertaking year on year.

Organisational policies

We have enshrined our commitments to ensure our compliance with our obligations under the Act. We have enshrined key principles within our Code of Business Conduct and in FY2025 we expanded our policy framework with the publication of our first Human Rights policy which was subject to review and approval by the Board. It is available on our [website](#).

Volex's Code of Business Conduct confirms our explicit commitment to ensuring there is no modern slavery or human trafficking in any part of our business or our supply chains and to respecting the rights and dignity of all employees. We require similar commitments of our suppliers and make similar individual commitments to our customers as part of the contractual arrangements we have with them.

The employer pays principle

The "Employer Pays Principle" is a single sentence: no worker should pay for a job. The costs of recruitment are borne by the employer, not by the worker.

It was launched in 2016 by the Leadership Group for Responsible Recruitment, convened by the Institute for Human Rights and Business, and builds on the Dhaka Principles for Migration with Dignity. It is now the reference standard on recruitment fees across the electronics, food and apparel sectors, and it is the operative expression of the freely-chosen-employment provision in the RBA Code of Conduct.

The principle has three limbs, and the second and third are the ones organisations tend to overlook.

- **Prospective.** No fees or related costs are charged to workers, at any point in the recruitment chain.
- **Retrospective.** Where fees have been paid, they are reimbursed to the worker.
- **Cascaded.** The same expectation is placed on labour providers, agents and suppliers, and is verified rather than assumed.

Our policy is that no worker pays a fee to obtain or keep employment with Volex. During FY2027 we are testing that policy at every site through confidential worker interviews, and assessing our practices against the Employer Pays Principle, which extends beyond fees to the wider recruitment costs defined by the International Labour Organization and requires reimbursement where such costs have been borne by workers. We will report the outcome, and set out our position on full adoption, in next year's statement.

Volex Slavery and Human Trafficking Statement

Section 3 – Assessing and managing risk

Information Gathering

The Company has prepared this statement in accordance with the most recent statutory guidance issued in relation to the Act. Input has been gained from a number of responsible departments including our supply chain and procurement teams and our HR organisation who both have key responsibilities in monitoring the risks that relate to modern slavery in the modern workplace and supply chain.

Assessing where our risk sits

During FY2026 we introduced a structured, evidence-based assessment of modern slavery risk across every country and territory in which we operate. Previously our disclosure described the controls we apply; it did not explain how we decide where to apply them most intensively. This assessment addresses that.

We score each country against two independent external sources. The Walk Free Global Slavery Index provides estimated prevalence of modern slavery, population vulnerability and the strength of the government’s response. The ITUC Global Rights Index rates the extent to which workers can organise, bargain collectively and raise concerns. We deliberately use published indices rather than our own judgement, so that the assessment can be tested by our customers, our auditors and our stakeholders.

We then plot country risk against the size of our workforce in that country, because the number of people potentially affected determines how severe an issue would be. The result is set out below.

topics. In addition all of these sites are independently certified to ISO 9001, ISO 45001 and ISO 14001 and all fall within the scope of the Group’s Internal Audit programme.

Our Turkish workforce represents two of our more recent acquisitions and both businesses were subject to comprehensive due diligence as part of the acquisition process. The majority of our manufacturing locations and as a result the majority of our Turkish workforce is unionised and governed in accordance with the collective bargaining agreement with the Turkmetal Trade Union.

A further six countries score above our risk threshold but employ fewer than 250 people each; in these countries we rely principally on our Group policy framework, our Speak Up channel and where we have a manufacturing presence then we conduct periodic onsite reviews by members of our senior leadership team. The smaller populations of employees who may either be home-based or working from a shared office in particular countries are not currently within the scope of our audits.

This is an indicative, country-level view and we are clear about its limits. It does not yet reflect how we operate within each country. During FY2027 we will refine this further with site-level data on the use of agency and outsourced labour, recruitment and labour agent arrangements, worker accommodation, on-site service contractors and the coverage of collective bargaining and employee representation. We will report a refined assessment, and the actions arising from it, in next year’s statement.

Assessing risk in our supply chain

We applied the same method to our tier-1 supply chain. Each supplier is scored on the country in which it is located, using the same two published indices, and on the labour intensity of the process it performs, because manual assembly, PCB assembly, stamping, injection moulding, casting and packaging carry materially different risk from automated or distribution activity. We then weight by spend, because spend is the best available proxy for our leverage and for the number of workers involved.

Applying the same scoring method we use for our own operations, our third-party supply chain carries a spend-weighted country risk score of 2.97 out of 5. Just under half of our direct spend, 49%, sits in countries scoring above our risk threshold. When we also weight for the labour intensity of the process each supplier performs, the combined score is 3.1, and 40% of our spend sits with suppliers performing labour-intensive processes such as assembly, PCB assembly, stamping, injection moulding and packaging.

Copper is our largest raw material exposure at 15% of direct spend, concentrated in only 13 suppliers, and it carries the highest average country risk of any commodity we buy. It connects directly to the smelter-level due diligence we already perform under our conflict minerals programme.

We are clear about what this does not show. It records where a supplier is registered, which is not always where our product is made. Several of our largest suppliers are distributors or do not themselves manufacture, and beyond them our visibility falls away sharply. Sub-tier visibility is our most significant known limitation, and improving it is a priority for FY2027.

During FY2027 we will extend our supplier audit programme to cover labour and human rights specifically, alongside the quality, process, safety and environmental audits we already conduct. We will work to deepen our visibility of targeted Tier 2 and Tier 3 supply chains where they relate to our strategic suppliers or commodities such as Copper. We will report supplier audit coverage as a percentage of direct material spend, and disclose the findings and corrective actions arising.



Figure 1

Indicative modern slavery risk assessment, FY2026. Country risk scored 1 (lowest) to 5 (highest) using the Walk Free Global Slavery Index 2023 and the ITUC Global Rights Index 2026, plotted against workforce on payroll.

Notes to Figure 1:

1) The countries listed in Figure 1 include a small number of employees who are resident in Australia, Belgium and Italy where there will not be a corresponding legal entity or subsidiary.

Five countries — Türkiye, Indonesia, China, India and Mexico — combine higher country-level risk with a material workforce, and account for around 91% of Group headcount. These are our priority locations, and our due diligence effort is weighted towards them. Our facilities in China and Indonesia are included within the scope of the Responsible Business Alliance which ensures robust and regular independent assurance on a broad range of labour related

Volex Slavery and Human Trafficking Statement

Stakeholder engagement

We have regular engagement from a number of our key customers in relation to labour-related risks within our operations and within our supply chain. These come through direct interactions, through our participation in customer audits and through our involvement in the Responsible Business Alliance (RBA) audit programme. The RBA, since it was established in 2004, has become the world's largest industry coalition dedicated to promoting responsible business conduct in global supply chains, focussing on social, environmental and ethical standards.

As a participant in the RBA programme, we have 2 sites in China and 1 site in Indonesia participating in the RBA programme. Combined, as at end FY2026, this represented 36% of our global workforce. Each participating site is subjected to rigorous and periodical audits, with the audit reports made available to our stakeholders through the RBA's website. All are currently rated as Silver. Comprehensive audit reports are shared with relevant customers and are published through the RBA's portal. Volex has participated in the RBA programme since 2017.

Through our involvement in sustainability disclosure frameworks such as EcoVadis and Sustainalytics we continue to increase the transparency and granularity of our disclosures. During FY2027 we will review our options for achieving further assurance coverage and we will set out our position on this in next year's statement.

Internal controls and procedures

Every year, all key personnel, including all Executive and business unit leaders, are required to formally confirm that the parts of the Group they are responsible for follow all main Group policies and codes, including those relating to modern slavery and trafficking. All persons working for Volex or working on the Company's behalf in procurement or in any other capacity, including employees at all levels, are expected to understand their obligations under those policies and under the Group's Code of Conduct, which are all hosted on the Company's intranet.

Section 4 - Due diligence

The Group's Internal Audit function conducts regular reviews and inspections of Volex sites around the world for compliance concerns generally, reporting back to the Board, through its Audit Committee, on their findings. One element of those reviews is to ensure that recruitment and employment are conducted in accordance with local labour laws and regulations. We provide broad sustainability-related disclosures in our Annual Report, our supplemental sustainability disclosure report and through independent disclosure platforms including EcoVadis. All of these reports are available on our website.

Our HR teams ensure that all prospective employees are legally entitled to work and, once employed, are fully trained in our Company policies. Our employees are assured a place of work that complies with all applicable laws and regulations with safeguards in place to protect them from any abuse or coercion once in Volex employment. Our HR teams closely monitor absence and turnover data and in particular reasons for leaving and exit interviews are a standard practice. Our HR specialists regularly audit the arrangements for temporary, dispatch and outsourced workers where these are part of our workforce. In FY2026 we had 1 facility providing a dormitory for our workforce, this was at our Zhongshan, China facility. The local HR team conducted regular inspections of the dormitory accommodation and during FY2026 an on-site inspection was also carried out by the Group HR Director.

Where we have on-site labour based service contracts such as cleaning, canteen or security personnel then these contractors will also be subject to routine audits.

As part of our efforts to reduce the risks within our own workforce we have reduced our use of outsourced workers across the Asia region. As a category outsourcing represents 4% of our global workforce with the majority in our Murat Ticaret business's manufacturing operations in Türkiye.

Our Speak up programme

Our Speak Up policy framework is communicated to all employees in local languages and is available on our [website](#). Posters are displayed at all locations in local language.

Anyone can access the reporting service using either a QR code to access the web portal or they can use a telephone-based reporting system which provides in-country access in 18 countries. There is also a global telephone number for anyone outside of these countries. We continue to partner with NAVEX EthicsPoint to provide an independent incident response and reporting solution that is accessible 24/7. We have implemented this across the Group, providing policy information in our 10 primary languages. Reports can be made anonymously by anyone, including customers, suppliers and, of course, our employees. Reports are confidential and are handled independently by the EthicsPoint team, who submit the reports to nominated Volex executives within the Portal. Our Speak Up policy contains five principles, including a commitment to non-retaliation.

All cases are reviewed by nominated Executives and the Board's Audit Committee is updated periodically. Labour related findings are also reported to the Safety, Environmental and Sustainability Committee.

Site visits

Along with other members of the senior leadership team the Group HR Director makes regular visits to sites around the world to assess and advise on HR and Safety, Health and Wellbeing issues. 19 formal site reviews were completed in FY2026 with findings reported to site and group management and summarised periodically to the Board through the Safety, Environment and Sustainability Committee. These visits ensure regular contact with local site HR and factory general managers, ensuring that Volex's standards for safety, health and labour management are upheld and applied consistently across the Group. About 81% of our global workforce is subject to a collective bargaining agreement in collaboration with our social partners. In those manufacturing sites where collective bargaining processes are not present we operate employee representative forums at these facilities enabling employees to discuss any concerns that they may have with their management colleagues.

Supplier code and guarantees

We expect the same high standards from all our contractors, suppliers and other business partners as well. All suppliers are requested to sign up to the principles and requirements of our Supplier Commitment and Code of Conduct, which requires them to agree to operate in full compliance with all applicable laws and regulations in the areas in which Volex conducts business with them and with various ethical and industry standards. Volex also requires them to establish similar commitments from their own suppliers. Under that code, suppliers explicitly commit to not rely on forced labour, child labour, slavery or human trafficking, including in their own supply chain.

Volex Slavery and Human Trafficking Statement

Suppliers are subject to regular audit checks, which require them to provide up-to-date information to Volex about working conditions, employee rights and other CSR-related matters. In FY2026 audits were completed for 112 (FY2025: 107) key suppliers.

Section 5 - Measuring effectiveness and key performance indicators

The Act recommends that organisations disclose the key performance indicators used to assess how effective their actions have been. This section is new for FY2026 and sets out the measures the Board uses to judge whether our activity is reducing modern slavery risk in practice, rather than simply describing that activity took place.

- **Supplier audit programme:** 112 supplier audits were completed in FY2026 (FY2025: 107). 131 audit findings were generated including 68 relating to safety, health and environmental controls. Labour and human rights were not included within the scope of the audits of strategic suppliers in FY2026. Labour and human rights audits were only applied to on-site labour suppliers for the provision of cleaning, catering and security. Around 200 suppliers account for 80% of our direct spend, and from FY2027 we will report audit coverage as a percentage of direct material spend rather than as a proportion of supplier numbers, and will extend the scope of those audits to cover labour and human rights.
- **Training completion:** 81% of nominated colleagues completed our modern slavery e-learning by year end (FY2025: 75%); target for FY2027 is 90%.
- **Speak Up reports:** 376 reports received via our Speak Up whistleblowing channel during FY2026, four were classified as significant or severe. None of the four concerned labour rights, working conditions or supplier conduct.
- **RBA-audited sites:** three of our largest sites maintained their RBA ratings, all are rated as Silver against v8 of the RBA's Code of Conduct. Our sites in Suzhou, Zhongshan and Batam, representing 36% of our global workforce, are audited within the RBA programme.
- **Variable labour:** at the end of FY2026, 16% of our global workforce was engaged other than on payroll. This comprised 660 workers under an outsourcing framework (4% of the workforce) and 1,712 on temporary short-term contracts (12%), together with dispatch workers in China. The majority (83%) of this population are workers supporting our operations in India and Türkiye.
- **Recruitment fees:** during FY2027 we will test our no-fees policy at every site using confidential worker interviews rather than document review alone, assess our practice against the Employer Pays Principle including the wider recruitment costs defined by the ILO, and report the outcome and our position on full adoption in next year's statement.

Section 6 - Training

Volex is committed to training its key employees to develop their skills and knowledge with regards to Modern Slavery and Human Trafficking. Since FY2024 we provide annual e-learning for nominated colleagues in collaboration with our Compliance and Reporting partner Navex Global. Within the scope of this training are colleagues in HR, Procurement and other managerial positions. These colleagues have the responsibility for the selection of suppliers and also the day-to-day management of our labour agencies, outsourcing partners and on-site service providers thus ensuring the training is targeted towards those colleagues with the greatest interaction with our supply chain.

In the FY2026 e-learning cycle 1,820 colleagues had completed this training by the year end. In addition our Code of Conduct is communicated to all employees in local languages. It is displayed in all of our manufacturing facilities in local language formats and it is included with site communication and induction trainings.

Section 7 - Monitoring and evaluation

Volex operates an independent whistleblowing system called Speak Up in collaboration with Navex Global and we utilise the EthicsPoint solution. The Volex Speak Up framework provides a robust mechanism for any Volex employee or interested party acting in good faith to raise their concerns about breaches of any ethical policy. Reports can be made by phone or through the dedicated website. Each report is confidential and investigated to determine whether it identifies a violation of our code of standards. Reports and trend data are brought to the attention of the Board's Audit Committee periodically.

Section 8 - Remediation

Under the framework of our Human Rights policy, the Company has committed to providing or cooperating in legitimate remediation where we identify that we have caused or contributed to adverse human rights impacts including those that relate to case of modern slavery and human trafficking.

We maintain clear and accessible channels through which employees, contractors, suppliers, and external stakeholders can raise concerns without fear of retaliation. All reported issues are assessed promptly, handled with confidentiality, and addressed through a fair, timely, and transparent process. Where appropriate, we work collaboratively with affected individuals and relevant stakeholders to determine and implement effective remedies that restore rights and prevent recurrence. We also expect our business partners to maintain effective grievance mechanisms and to engage constructively in remediation aligned with internationally recognised human rights standards. No cases requiring remediation were identified during FY2026.

Section 9 - Further action and continuous improvement

As a manufacturing company, continuous improvement is in our "DNA", each year as we complete a review to prepare for the publication of this statement, we work to improve on the robustness of our disclosures and we recognise there is significant work still to be done. Volex is committed to improving all its internal processes and to strengthening its controls to ensure that not only the Group itself but its entire supply chain operates in an ethical manner and has no involvement in, or connection to, modern slavery or human trafficking in any form.

Volex Slavery and Human Trafficking Statement

The statutory guidance sets out two levels of disclosure: Level 1, covering the foundations expected of every organisation, and Level 2, describing more developed practice. We have used it to assess our own reporting. We consider our disclosure of policies, risk assessment, supply chain and effectiveness measurement to have reached Level 2 this year, principally through the introduction of a documented risk assessment and of key performance indicators. Our due diligence disclosure remains closer to Level 1, because our supplier audits did not cover labour and human rights during FY2026 and independent assurance currently extends to 36% of our workforce. Both are addressed in the actions set out in this statement and we will report progress against this assessment next year.

With our move onto the Main Market of the London Stock Exchange in FY2027 we will be broadening the scope of our Board’s focus on workforce engagement and culture, this will include Directors visiting sites to engage with our workers directly and free from management. We are committed to establishing a global employee engagement survey and will conduct a pilot in Mexico during FY2027. We are investigating other channels to strengthen our employee voice and will ensure that where these channels are utilised that we consider the modern slavery and human trafficking risks in the design of these programmes.

Statement registry

This statement will be submitted to the UK Government’s Modern Slavery Statement Registry in addition to being published on our website.

Reporting period

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Volex’s slavery and human trafficking statement following the financial year ending 31 March 2026.

Board review and approval

The statement has been reviewed and approved by the board of directors on 15 September 2026.

I confirm that, to the best of my knowledge, the information contained in this statement is accurate as at the date of signing:

Signed on behalf of the Board by:

Name: Jon Boaden
Title: Group Chief Financial Officer

Annex 1

This statement covers the following entities within our organisation, for a full and comprehensive list please refer to our Annual Report and Accounts:

Corporate	Volex plc
Americas	Componentes, Cables, Arneses y Servicios Industriales SA de CV ♦ Irvine Electronics LLC ♦ MC Electronics LLC ♦ Murat Wiring Systems North America Inc. Prodamex SA de CV ♦ Review Display Systems Inc. Servatron Inc. ♦ Volex Inc. Volex de Mexico SA de CV ♦
Europe	GTK (UK) Ltd ♦ GTK Electronics GmbH GTK RO S.r.l. ♦ Murat Wiring Systems GmbH Murat Wiring Systems Makedonija Dooel Skopje ♦ Review Display Systems Limited Silcotec Europe (SK) s.r.o. ♦ Silcotec Europe Ltd Volex Poland Sp. z o.o. ♦
Türkiye	Aku Basi Sanayi ve Ticaret Ltd Sti DE-KA Elektrotechnik Sanayi ve Ticaret Anonim Sirketi ♦ ♦ Kablo Ucu Sanayi ve Ticaret A.S. Murat Ticaret Kablo Sanayi A.S. ♦ ♦ ♦ ♦ ♦
APAC	inYantra Technologies Pvt Ltd ♦ PT Volex Indonesia ♦ Volex (Asia) Pte Ltd Volex Cables (HK) Ltd Volex Cable Assemblies (Phils) Inc. Volex Cable Assemblies Sdn. Bhd. Volex Cable Assembly (Vietnam) Co. Ltd ♦ Volex Interconnect (India) Pvt Ltd Volex Japan KK Volex (Taiwan) Co. Ltd GTK (UK) Limited Taiwan Branch Office Volex (Thailand) Co. Ltd
China	Volex Cable Assembly (Shenzhen) Co. Ltd Volex Cable Assembly (Zhongshan) Co. Ltd ♦ Volex Interconnect Systems (Suzhou) Co. Ltd ♦

Notes to Annex 1:

1) At the end of FY2026 we operated from 23 manufacturing locations, these are marked with an ♦, where an entity represents more than one manufacturing location, a marker is shown for each.