

RUBRIK UK LIMITED

MODERN SLAVERY STATEMENT

This statement is made pursuant to section 54 of the UK's Modern Slavery Act 2015 for the financial year ending 31 January 2025. It sets out the steps taken by Rubrik UK Limited ("**Rubrik UK**") to prevent modern slavery and human trafficking in its business and supply chains. References in this statement to "we", "us", or "our" are references to Rubrik UK and Rubrik (as defined at paragraph 1 below).

Rubrik UK is committed to upholding all applicable human rights laws, rules, and regulations. Modern slavery takes various forms, such as slavery, servitude, forced or compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain (collectively referred to as "modern slavery" in this statement).

We recognise that modern slavery is a global issue that requires vigilance and proactive measures. As a technology company operating in the cybersecurity and cloud data management space, we consider the risk of modern slavery within our own operations to be low. Nonetheless, we are committed to acting responsibly and taking steps to avoid the existence of modern slavery in any parts of our business or supply chains. We expect that our partners, suppliers, and others who provide goods and services to us adhere to the same strict standards.

1. Our Structure

Rubrik UK is a wholly owned subsidiary of Rubrik International, Inc., a Delaware corporation. The ultimate parent undertaking is Rubrik, Inc., a Delaware corporation ("**Rubrik**"). References to the "Group" are references to Rubrik and its subsidiaries (including Rubrik UK).

Rubrik is the pioneer of Zero Trust Data Security, providing a comprehensive offering that helps organizations secure, monitor, and recover their data across enterprise, cloud, and SaaS environments. Our solutions are designed to deliver cyber resilience against ransomware, insider threats, and operational disruptions, enabling businesses to maintain continuity and protect critical information assets.

Rubrik UK provides marketing, technical, pre-sales, and post-customer support services on behalf of Rubrik. As of 31 January 2025, Rubrik UK employed an average of 132 people per year.

2. Our Supply Chain

2.1 Supply Chain Structure

Suppliers for Rubrik-branded Appliances

For our Rubrik-branded commodity servers ("**Rubrik-branded Appliances**"), our supply chain is build-to-order and a moderately complex, multi-tier structure. We do not own or operate any manufacturing facilities and primarily rely on contract manufacturers and original equipment manufacturers to produce Rubrik-branded Appliances. Our direct involvement is focused at the Tier 1 and Tier 2 levels, and the basic structure is as follows:

- **Tier 1:** Our primary contract manufacturer, operating in the electronic manufacturing industry and based in San Jose, California. It is directly responsible for order fulfilment, manufacturing, and all related operational execution.
- **Tier 2:** Our commodity suppliers, active in the storage and semiconductor industries, providing critical components such as processors, memory, and storage.

This structure enables us to maintain active oversight at the Tier 1 and Tier 2 level, to ensure continuity, quality, and technology alignment. We maintain direct engagement with our processors, memory, and

storage suppliers for strategic alignment, though commercial relationships are managed by the Tier 1 supplier.

There are potential further sub-tiers of suppliers beyond the Tier 2 suppliers (e.g., suppliers for raw materials and sub-components), but our visibility and direct purchasing engagement is limited to Tier 1 and 2 suppliers.

Other suppliers

Outside the suppliers who enable production of Rubrik-branded Appliances, we also have certain other suppliers who typically fall into one of the broad categories outlined below:

- Hosting services providers who provide the infrastructure for our hosted solutions and store our customers' data.
- Third-party software developers and licensors.
- Other general suppliers that are part of our "secondary value chain" (i.e., suppliers that support activities which support our core operations, such as cleaning services, office equipment suppliers and providers of professional services).

We consider these other suppliers' operations and supply chains to present lower risks of modern slavery than those of our Tier 1 and 2 Suppliers.

2.2 Overview of and Relationship with Suppliers

Tier 1 and 2 Suppliers

While these suppliers' global manufacturing operations are based primarily abroad, all such suppliers maintain a strong local presence in Silicon Valley, enabling close technical collaboration with the Group. Components for Rubrik-branded appliances are sourced from Taiwan, Malaysia, the Philippines, Vietnam, China, and other regions, each using locally based purchasing teams. Final assembly is performed in San Jose, using locally sourced materials.

We select Tier 1 and 2 suppliers whose product roadmaps align with Rubrik's requirements and who meet our rigorous qualification, testing, and regulatory standards. Our supplier relationships are longstanding, reflecting years of successful collaboration and engagement. We contractually obligate our primary Tier 1 supplier to conduct oversight of our Tier 2 suppliers on our behalf.

We conduct regular quarterly business reviews with our Tier 1 suppliers to monitor performance, address risks, and maintain visibility into upstream supply health. Our engagement with key Tier 2 suppliers is focused on strategic roadmap reviews.

Other Suppliers

Our other suppliers operate predominantly in sectors that we consider present a lower inherent risk of modern slavery compared to our Tier 1 and Tier 2 suppliers. We maintain ongoing engagement with these suppliers through contract management and routine business interactions, taking steps so that they remain aware of our standards.

We undertake proportionate diligence when onboarding and renewing contracts with these suppliers. Where applicable, we rely on the suppliers' own published policies, certifications, and statements regarding their commitments to preventing modern slavery. Should concerns be identified, we expect these suppliers to take prompt corrective action and, as with all our suppliers, breaches may lead to termination of the relationship.

3. Our Policies

We have implemented a suite of policies that support our commitment to upholding all applicable human rights laws, rules, and regulations, including those addressing child labour, modern slavery, and human trafficking:

- **Global Code of Conduct**: Prohibits child labour, forced labour, and human trafficking. Applies to all employees and third parties acting on Rubrik's behalf.
- **Third-Party Code of Conduct**: Requires suppliers to comply with all applicable labour laws and human rights standards, including in respect to wages and modern slavery. It provides a direct avenue for third parties to report violations of the policy via Rubrik's legal team, or anonymously through the Rubrik Integrity Portal.
- **Global Procurement Policy**: Mandates risk assessments for contingent labour, software and preferred suppliers, including reputational risks such as human rights violations.
- **Employee Handbook**: Includes anti-discrimination, harassment prevention, whistleblowing, compensation and working time provisions.
- **Whistleblower Policy**: Provides confidential and anonymous reporting channels (Chief Legal Officer, Audit Committee, People Team, Legal Team, third-party compliance hotline and the Rubrik Integrity Portal) for employees and third parties, with protections against retaliation. Reported matters are subject to investigation.

These policies are communicated to employees through onboarding, annual training, and internal platforms. Our Global Code of Conduct is distributed to all employees and made available on the Group's intranet, and employees are required to acknowledge receipt and understanding of our Employee Handbook annually. Breaches of these policies can result in disciplinary action, up to and including termination of employment.

We regularly review our policies, and programmatically in our standard templates we require compliance with the latest then-current versions of our published policies by new and existing suppliers, contractors, and employees.

4. Due Diligence and Risk Management

The Group's procurement team conducts risk assessments on software, contingent labour, and preferred suppliers for financial and reputational risks. Violations of modern slavery standards are assessed as part of reputational risk reviews. Generally, compliance with laws, including that regarding modern slavery, is under the purview of our Chief Legal Officer.

As part of the steps we take to avoid instances of modern slavery in our supply chains, where possible we endeavour to make sure our suppliers are made aware of our standards as set out in our policies or that they have substantially similar policies of their own, which they are expected to adhere to and uphold. Our Third-Party Code of Conduct is publicly available to all our suppliers and is a contractual requirement in our standard templates. Material breaches of these policies may result in termination of the business relationship.

In addition, our standard templates also include contractual terms that require supplier compliance with: personnel background screening requirements; network access requirements; export controls; non-discrimination laws; and all applicable laws, including those prohibiting modern slavery.

Any reports of violations of Rubrik's standards are investigated and addressed in accordance with applicable Group policies (see paragraph 3 above).

To date, we have not identified any instances of modern slavery in our supply chain.

5. Training and Awareness

All employees receive mandatory annual training on our Global Code of Conduct, which includes human rights and anti-modern-slavery principles, and harassment prevention training.

6. Key Performance Indicators

As this is Rubrik UK's first modern slavery statement, no formal KPIs have been established. We intend to develop metrics in appropriate areas, which may include assessing supplier compliance, training completion rates, and risk mitigation effectiveness going forward.

7. Approval

This statement was approved, and a copy thereof was signed, by the Board of Directors of Rubrik UK on January 29, 2026. A signed copy of the statement is held by Rubrik UK.

Date last reviewed: January 29, 2026