

## **Modern Slavery Act Transparency Statement 2023**

ePlus inc. and its subsidiaries (collectively “ePlus”) provide this modern slavery and human trafficking statement for the financial year ending March 31, 2024, pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”).<sup>1</sup>

ePlus is a publicly traded [NASDAQ NGS: PLUS] leading solutions provider with an unwavering and relentless focus on leveraging technology to create inspired and transformative business outcomes for its customers. Offering a robust portfolio of solutions, as well as a broad range of consultative and managed services across the technology spectrum, we have proudly achieved more than 30 years of success, carrying customers forward through adversity, rapidly changing environments, and other obstacles. ePlus is a trusted advisor, bringing expertise, credentials, talent and a thorough understanding of innovative technologies, spanning security, cloud, data center, networking, collaboration and emerging solutions, to organizations across all industry segments. With complete lifecycle management services and flexible payment solutions, our more than 1,700 associates are focused on cultivating positive customer experiences and are dedicated to their craft, harnessing new knowledge while applying decades of proven experience. ePlus is headquartered in Virginia, with locations in the United States, UK, Europe, and Asia-Pacific .

ePlus is committed to acting ethically and with integrity in all our business dealings and relationships. We recognize that modern slavery, including but not limited to, slavery, servitude, forced labor (including forced and compulsory child labor), and human trafficking, is a crime. ePlus has a zero-tolerance approach to modern slavery and does not knowingly engage with businesses involved in modern slavery or human trafficking. We accomplish this first by requiring our employees to use their judgment, be accountable for their actions, and conduct business with integrity, as set forth in our [Code of Conduct](#). Further information about ePlus and our business is available in our 2023 Annual Report and Form 10-K, and through our corporate [website](#).

ePlus also expects all of our suppliers to follow our [Business Partner Code of Conduct](#), which sets forth our minimum expectations regarding business integrity, labor practices, health and safety, and environmental management. We expect our suppliers to maintain and promote fundamental human rights, to prohibit all forms of forced labor (including forced and compulsory child labor), and to comply with all applicable legal and regulatory requirements, including but not limited to the Act. While we do not require suppliers to provide written certifications or submit to audits to confirm their compliance with anti-slavery and human trafficking laws, ePlus may cease doing business with any supplier that cannot provide assurances it takes steps to ensure the integrity of its own supply chain. We provide a reporting mechanism for all of our employees, contractors, and business partners—as well as our business partners’ respective employees and contractors—to report suspected violations of the Business Partner Code of Conduct through ePlus’ internal reporting mechanism, Voice It, or directly to our [Chief Compliance Officer](#).

ePlus’ Anti-Slavery and Human Trafficking Policy is part of our ongoing initiative to identify and mitigate risk pursuant to the Act, and we continue our efforts to manage our supply chain risk by transacting with leading, reputable suppliers, many of whom may have their own responsibilities under the Act and share our high standards for ethics and integrity. We also have robust whistleblower policies and procedures, with multiple avenues of reporting, and provide appropriate training as necessary to ensure our

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<sup>1</sup> This Statement is intended to satisfy ePlus’ disclosure requirements under United Kingdom Modern Slavery Act, the California Transparency in Supply Chains Act, and other related laws and regulations that may be promulgated from time to time.

employees are aware of their responsibilities. We consider ePlus to present a low risk of modern slavery and trafficking given the overall nature of our business, and our internal controls and policies.

Our Chief Compliance Officer has day-to-day responsibility for overseeing ePlus' compliance efforts, under the direction and guidance of our Board of Directors. This Modern Slavery Act Transparency Statement has been duly approved and adopted by ePlus' Board of Directors as of August 15, 2023.

C. Thomas Faulders  
Chairman of the Board of Directors

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Erica S. Stoecker  
Chief Compliance Officer

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