HUMAN TRAFFICKING AND MODERN SLAVERY POLICY STATEMENT

Kelly Services Inc., as well as its subsidiaries (collectively "Kelly"), has a zero-tolerance policy for human trafficking and slavery. These activities are crimes and a violation of fundamental human rights. They take various forms, such as slavery, servitude, forced and compulsory labor, and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

We are committed to implementing and enforcing policies and controls to ensure human trafficking and slavery are not taking place anywhere in our own business or any of our supply chains. This includes, but is not limited to, the following trafficking-related activities:

- Engaging in any form of human trafficking where travel is arranged or facilitated for any person with a view to exploiting them;
- Procuring commercial sex acts in the performance of any work;
- Using forced labor in the performance of any work or coercing any persons to perform work or activities under threat of penalty;
- Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;
- Using misleading or fraudulent practices during the recruitment of candidates/employees or the offering of employment;
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
- Charging applicants/candidates/employees recruitment fees;
- Failing to provide return transportation or pay for the cost of return transportation upon the end of employment, for an employee who is not a national of the country in which the work is taking place and prohibiting trafficking in persons who were brought into that country to work on a U.S. Government contract or subcontract (for portions of contracts performed outside the United States), unless the employee is legally permitted to remain in the country of employment and chooses to do so, or if an appropriate agency has exempted this requirement;
- Failing to provide return transportation or pay for the cost of return transportation upon the end of employment, for an employee who is not a United States national and who was brought into the United States to work on a U.S. Government contract or subcontract, if the payment of such costs is required under existing temporary worker programs or pursuant to a written agreement with the employee (for portions of contracts performed inside the United States), unless the employee is legally permitted to remain in the country of employment and chooses to do so, or if an appropriate agency has exempted this requirement;
- Providing or arranging housing that fails to meet the host country's housing and safety standards; and
- If required by law or contracts, failing to provide an employment contract, recruitment agreement, or other required work document in writing and in a language the employee understands.

Kelly prohibits its employees, subcontractors, vendors, suppliers, and other business partners from engaging in any form of human trafficking or modern slavery. We have communicated specific guidelines on actions that may be considered human trafficking and slavery.

Kelly prohibits retaliation against anyone who files a complaint or reports a suspected violation of this policy. Kelly's Code of Business Conduct and Ethics, Human Rights Policy, and Corporate Sustainability Policy Statement also support this commitment. In addition, we safeguard minors with our Employment of Minors Policy and corresponding support processes. Kelly aligns its policies with the World Employment Confederation Code of Conduct and is a proud signatory of the United Nations Global Compact Guiding Principles.

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We expect the same vigilance from our suppliers, as stated in our Supplier Code of Conduct, which aligns with the World Employment Confederation Code of Conduct.

Beliefs and Commitments

This statement is made on behalf of Kelly Services, Inc. and its subsidiaries (collectively "Kelly"), pursuant to section 54(1) of the Modern Slavery Act 2015, and constitutes our anti-human trafficking and modern slavery statement for the financial year ending December 28, 2025 (the "Reporting Period"). Our report does not cover subsidiary companies we sold or otherwise disposed of during the Reporting Period. However, we applied the same general actions and approach described in our report to these companies in the Reporting Period prior to that sale or disposal.

Modern slavery of people, including children, through exploitation by the private sector and forced labor is not acceptable.

We believe increased transparency, improved oversight, detailed compliance, and other checks and balances are a necessary and effective means of ensuring the protection of human rights around the world. We recognize the transparency requirements of the UK Modern Slavery Act and support the United Nations' Guiding Principles on Business and Human Rights and their requirement to 'know and show' that we are working to respect all human rights.

Given the worldwide span of our workers, clients, suppliers, and partners, we recognize the global reach of our business practices and our public accountability. Here at Kelly, we take pride in the positive impact we have on our communities and our advocacy for better quality work. As stated in our Noble Purpose, we are committed to connecting people to work in ways that enrich their lives.

We are equally committed to our responsibility to respect and protect human integrity and dignity by uncovering abusive behavior and stopping any such behavior in our business, supply chain, and any other areas we can impact. This is especially true with our commitment to identify, mitigate, and eradicate modern-day slavery; namely, human trafficking and forced labor.

Our Business, Structure, and Supply Chains

As an industry leader in providing workforce solutions to a diverse group of local, regional, and global clients, Kelly (Nasdaq: KELYA, KELYB) and its subsidiaries, offer a comprehensive array of outsourcing and consulting services, as well as world-class staffing on a temporary, temporary-to-hire, and direct-hire basis.

The Company delivers these differentiated offerings through three specialty business units, each a leader in the respective markets on which they are focused: Kelly Education; Kelly Science, Engineering & Technology (SET); and Kelly Enterprise Talent Management (ETM).

Kelly's MSP, RPO, and functional service provider business maintains a global capability in the North America, Asia Pacific, Europe, Middle East, and Africa regions. In 2024, Kelly completed the sale of its European staffing operations within the Company's International business unit, further sharpening its focus on specialty outcome-based and staffing services in North America, while maintaining global recruitment process outsourcing ("RPO") and MSP capabilities. In 2025, Kelly integrated its P&I and OCG specialty areas, responding to a shift in large enterprise demand toward integrated workforce solutions and enabling a more streamlined and efficient go-to-market approach. In addition, the Company launched a multi-year strategic initiative to integrate all of the businesses into one enterprise system. The first phase of integrating the SET business was completed and went live in early 2026.

Kelly directly employs over 4,900 people and more than 375,000 temporary talent around the world, in addition to having a role in connecting thousands more with work through our global network of talent suppliers and partners. Our supply chain is a network of suppliers and partners who provide personnel to deliver services for our clients and the suppliers of goods and services purchased by Kelly as part of our operational delivery.

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As a provider of talent solutions, Kelly's purchased or leased items include items such as office space, equipment and supplies, computer hardware, software, data services, recruitment expenses such as job boards, advertising, screening services, and business travel expenses including airfare, lodging, and food.

Risk Assessment, Prevention and Mitigation

Kelly acknowledges the risk of forced labor occurring in global supply chains and understands that there are portions of our business and supply chains that have a higher risk of modern slavery occurring.

Kelly determined that at this time, the highest risks based on function and geography fall within our APAC operations, with EMEA rated a medium risk. The principal areas of risk in our business functions supply workers in the electronic assembly, agriculture, manufacturing, and entertainment sectors.

We continue to use global data from reputable sources to understand the risks associated with people's access to political rights, as well as the risk of corruption in countries where we may supply talent directly or through our supply chain.

Actions

Kelly is taking action to ensure slavery and human trafficking are not taking place in our business or supply chain with the below actions:

Our Business

- Global Human Rights Policy
- Date of birth verification process in applicant tracking system
- Development of KPIs to be tracked annually and reported publicly:
    - % Acknowledgment of Code of Business Conduct and Ethics
        - 2025: 99.5% acknowledgment
    - % Acknowledgment of Supplier Code of Conduct
        - 2025: 98% acknowledgment
    - % Acknowledgment of Policy Statement Regarding Human Trafficking and Slavery
        - 2025: 99.5% acknowledgment
- Internal branch audits on compliance with work instructions and onboarding procedures, which include verification measures, such as right-to-work and employment contracts, where applicable, or other local registration of compliance activities.
- Third-party, independently managed, integrity hotline to facilitate the confidential and anonymous reporting of concerns by employees, customers, and suppliers. We encourage all individuals associated with Kelly to report any unethical or unsafe behavior through Kelly Services' Business Conduct & Ethics Reporting Program at 877.978.0049 or Kellyservices.ethicspoint.com without fear of retaliation.
- Kelly's incident management system ensures that all concerns are investigated by a dedicated team of professionals to substantiate the incident and identify and implement any applicable remediation. Remediation activities include documented warning, suspension, or removal of suppliers from Kelly's supply chain, reporting to local authorities, and support to individuals impacted by the unacceptable behavior or conditions, if applicable.
- In addition to immediate investigation and action, for transparency and governance, higher severity substantiated claims are reported to Kelly's Enterprise Risk Management function, as well as the Audit Committee of Kelly's Board of Directors.

Our Supply Chain:

- Kelly has a designated Supplier Compliance and Administration function that acts as a gatekeeper between Kelly and all our more than 4,000 active global suppliers.
- The Supplier Code of Conduct sets the standards our global supplier network agrees to adopt in providing safe working conditions, ensuring workers' respect and dignity, and abiding by International Human Rights Principles and Managing Business and Professional Ethics. As part of the onboarding procedure to become an approved supplier, all suppliers must read, accept, and abide by our Supplier Code of Conduct.

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    - To further our commitment to compliance and management of suppliers, new technology implemented in early 2024 disallows movement to fully approved supplier status without the signature acceptance of our Supplier Code of Conduct.
- Kelly partners with its customers, supporting additional frameworks or methodologies committed to the rights and well-being of workers and communities worldwide affected by global supply chains. This may include evidentiary audits and education of suppliers to create policies and assess risks within their organization.
- Kelly performs regular compliance audits of our suppliers, including requiring suppliers to share their code of conduct policies with Kelly for review.

Training

Kelly implemented training and capacity-building activities regarding human trafficking and modern slavery:

- All new employees receive information about modern slavery as part of their onboarding process with Kelly.
- All employees are required to read and acknowledge our policies and statements on an annual basis as they are related to human trafficking and slavery.
- Global internal communications educating on both modern slavery and our zero-tolerance policy, including steps on reporting abuses.
- Development of risk escalation and assessment practices within our compliance functions.

Assessment of Effectiveness and Looking Forward

Kelly's position, as well as our overall approach to managing our compliance with this Act, continues to evolve. Kelly will continue to review the following indicators to assess the effectiveness of the steps we are taking:

- Completion percentage of our policy and code acknowledgements
- Completion of Supplier Code of Conduct acknowledgements
- Percentage of supplier personnel subject to audit
- Reports of possible incidents of modern slavery
- Looking forward, Kelly recognizes the need to continuously fortify risk assessments and governance within its supply chain. This involves meticulous examination of how we align our work with customers and suppliers and use data-driven insights to assess and monitor impact across our supply chain.

Chris Layden, President and CEO of Kelly
Approved by Board of Directors: May 6, 2026

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