



2024

Statement Against Modern Slavery

1. Overview

Google LLC (Google) and its subsidiaries and controlled entities—including Google UK Ltd., Google Australia Pty Ltd., Google Cloud Australia Pty Ltd., Google Canada Corp., Google Cloud Canada Corp., Google Switzerland GmbH, Google Payment Ltd., Global Infrastructure UK Ltd., and DeepMind Technologies Ltd.—are committed to treating all workers with respect and dignity, ensuring safe working conditions, and operating ethically. We stand against all forms of modern slavery and actively work to prevent it from taking place in our supply chains and business operations.

Our [Human Rights Statement](#) details our commitment to respecting human rights, including the right to freedom from slavery. We expect all who work with us—employees, suppliers, and contractors—to comply with our [Policy Against Modern Slavery](#). Our [Company Code of Conduct](#) requires that our employees and members of our extended workforce abide by all applicable laws, including those preventing modern slavery. We expect all suppliers to follow our [Supplier Code of Conduct](#), which prohibits modern slavery, and we evaluate supplier performance against the Supplier Code of Conduct each year. We did not identify any incident of modern slavery in our own operations or supply chain in 2024. Similarly, we have not identified any loss of income resulting from the steps taken to eliminate modern slavery. Any incident of child labor would be addressed in accordance with the ILO-IOE Child Labor Guidance Tool For Business.

We are issuing this statement pursuant to the UK Modern Slavery Act¹, Australia Modern Slavery Act², California Transparency in Supply Chains Act, Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act³, and the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour⁴, which require Google and certain of its subsidiaries and controlled entities to disclose efforts to ensure that modern slavery is not taking place in our supply chains and business operations. This is our ninth statement, covering our 2024 financial year (January 1 - December 31, 2024).

Google’s anti-modern-slavery program covers Google, its subsidiaries, and its controlled entities. As a result, statements regarding Google’s efforts to ensure that modern slavery is not taking place in our supply chains and business operations—including statements regarding the company’s policies, processes, and procedures—also apply to Google’s subsidiaries and controlled entities unless specified otherwise. For the purposes of this statement, “Google,” “the company,” “we,” “us,” “our,” and similar terms include Google, its subsidiaries, and its controlled entities, unless the context indicates otherwise. “Modern slavery,” refers to slavery, servitude, forced or compulsory labor, child labor, and human trafficking. In addition, “supplier managers” refer to employees managing our suppliers, and “our extended workforce,” refers to our supplier employees, temporary workers, and contractors.

2024 Highlights

Supplier Code of Conduct Update

We updated our [Supplier Code of Conduct](#) to align with the industry standard Responsible Business Alliance (RBA) Code of Conduct and meet new human rights regulatory requirements.

Policy Against Modern Slavery Update

We updated our [Policy Against Modern Slavery](#) to align with our updated Supplier Code of Conduct, industry standards, and new human rights regulatory requirements.

Modern Slavery Product Risk Assessment

We completed a product-level risk assessment, which identified Google products that could be associated with human trafficking risk. We continue to work with relevant teams to provide risk mitigation and management solutions for these products.

Modern Slavery Training Improvements

We strengthened our modern slavery training for Google employees by adding resources that help our vendor managers and other employees identify and respond to potential modern slavery risks.

Supplier Responsibility Summits

For the third consecutive year, we hosted Supplier Sustainability summits, which upskill our suppliers with tools to mitigate potential risks—including modern slavery risks—in their operations and supply chains. In 2024, we welcomed 971 participants—a 32% increase from 2023.

Social Impact Funding

Google and Googlers (including corporate matching of employee donations and ad grants) gave funding totalling more than US\$ 4.3 million in 2024 to organizations fighting modern slavery.

¹ This statement is being made pursuant to [part 6 of the United Kingdom Modern Slavery Act 2015 by XXVI Holdings Inc.](#), the entity which ultimately owns Google LLC and all its subsidiaries, including Google UK Ltd., Google Payment Ltd., Global Infrastructure UK Ltd., and DeepMind Technologies Ltd., the reporting entities under this Act. This statement was prepared in consultation with Google UK Ltd., Google Payment Ltd., Global Infrastructure UK Ltd., and DeepMind Technologies Ltd.

² This statement is being made pursuant to [section 14\(1\) of the Australia Modern Slavery Act 2018 by XXVI Holdings Inc.](#), the entity which ultimately owns Google LLC and all its subsidiaries, including Google Australia Pty Ltd. and Google Cloud Australia Pty Ltd., the reporting entities under this Act. This statement was prepared in consultation with Google Australia Pty Ltd. and Google Cloud Australia Pty Ltd.

³ This statement is being made pursuant to [section 11\(4\)\(b\)\(ii\) of Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act by XXVI Holdings Inc.](#), the entity which ultimately owns Google LLC and all its subsidiaries, including Google Canada Corp. and Google Cloud Canada Corp., the reporting entities under this Act. This statement was prepared in consultation with Google Canada Corp. and Google Cloud Canada Corp.

⁴ This statement is being made pursuant to [Article\(9\) of the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour by XXVI Holdings Inc.](#), the entity which ultimately owns Google LLC and all its subsidiaries, including Google Switzerland GmbH, the reporting entity under this Ordinance. This statement was prepared in consultation with Google Switzerland GmbH. Note that thresholds on the import and processing of minerals and metals stated in Annex 1 of the Ordinance have not been met, and as such, provisions on due diligence and reporting obligations in relation to conflict minerals and metals have not been included within this statement.

2. Structure, business, and supply chain

Google is a wholly owned subsidiary of Alphabet Inc. (Alphabet). Google's core products and platforms include ads, Android, Chrome, Google Cloud, devices, Gmail, Google Drive, Google Maps, Google Photos, Google Play, Search, and YouTube. Google generates revenues by delivering relevant, cost-effective online advertising; cloud-based solutions that provide enterprise customers of all sizes with infrastructure, platform services, and applications; and sales of other products and services, such as fees received for subscription-based products, apps and in-app purchases, and devices. We are continually innovating and building new products and features that will help our users, partners, customers, and communities.

Our business is supported by a significant amount of technical infrastructure, including data centers located in the U.S. and other countries. We also rely on suppliers across more than 85 countries to manufacture many of our finished products, to design certain of our components and parts, and to participate in the distribution of our products and services. The hardware in our data centers helps power all of those products and platforms, as well as a broader set of cloud-based products and services, including Google Workspace collaboration tools, and satellite mapping and analysis platforms like Google Earth. Our consumer hardware devices include Pixel, Nest, Fitbit, and more. Our anti-modern-slavery efforts require strong collaboration and engagement with our global suppliers. As such, our philosophy is to work in partnership with all of our suppliers, empowering them to establish programs, policies, and practices that mitigate the risk of modern slavery in their supply chains. For more information on our supply chain and supplier responsibility efforts, see our [2024 Supplier Responsibility Report](#).

3. Internal management, accountability, and programs

We have a dedicated global lead who manages our Google-wide Supplier Responsibility and Anti-Modern-Slavery programs; in so doing, they work closely with implementation partners embedded across certain product teams. Our Supplier Responsibility program is committed to ensuring Google works with suppliers who treat the people in their workforce with dignity and respect, maintain safe and healthy workplaces, and conduct business ethically in accordance with our [Supplier Code of Conduct](#), as well as relevant laws and regulations. Our Anti-Modern-Slavery program addresses modern slavery risks in the company's supply chains and business operations. Our Chief Compliance Officer, who leads the Risk, Compliance and Integrity (RCI) organization, maintains oversight of both programs. Consistent with prior years, our Chief Compliance Officer provided relevant updates to the Audit and Compliance Committee of Alphabet's Board of Directors, which, in accordance with its Charter, has oversight of risks associated with, among other matters, human rights.

Consistent with prior years, our global lead for Anti-Modern-Slavery and Supplier Responsibility provided an update on the status of the Supplier Responsibility program—which includes an anti-modern slavery compliance program—to the Supplier Responsibility Steering Committee, which comprises senior leaders from our data center, hardware, and extended workforce business areas.

Our Human Rights Executive Council (HREC) is composed of senior leaders across relevant product areas and functions. The Council is formally integrated into Google's Trust and Compliance governance fora, which is led by the Trust & Compliance Council (TCC). The TCC, in turn, is co-chaired by our Chief Legal Officer. The HREC provides oversight and guidance across Google's human rights efforts and ensures issues are being addressed consistently.

4. Policies addressing ethical conduct and prevention of modern slavery

We expect everyone who works with us—employees, suppliers, and business partners—to conduct business ethically. We have embedded our commitment to international human rights standards and principles in numerous policies and procedures.

- Our [Human Rights Statement](#) lays out our commitment to respecting the rights enshrined in the Universal Declaration of Human Rights and its implementing treaties, as well as upholding the standards established in the United Nations Guiding Principles on Business and Human Rights (UNGPs).
- Our [Company Code of Conduct](#) outlines the standards we expect all employees and members of our extended workforce to uphold. This includes respecting user privacy, security, and freedom of expression. Separately, the Code also requires that employees and members of our extended workforce comply with all applicable laws, including those protecting human rights, preventing modern slavery, and prohibiting discrimination, harassment, and retaliation.
- Our [Supplier Code of Conduct](#) sets forth supplier expectations designed to protect the health, safety, and treatment of workers, including the prohibition of any form of modern slavery. In 2024, we updated our Supplier Code of Conduct to align with evolving industry standards, including the Responsible Business Alliance (RBA) Code of Conduct; international standards, such as the UNGPs, ILO International Labour Standards, and the Universal Declaration of Human Rights; and our own values and commitment to continuous improvement. We also clarified our expectations of supplier practices, control mechanisms, and assessment metrics.
- Our [Policy Against Modern Slavery](#) defines modern slavery, gives a concrete list of prohibited actions, and provides guidance on how to address suspected instances of modern slavery.
- Alphabet's [Conflict Minerals Policy](#) directs suppliers to perform due diligence on the source and chain of custody of minerals used to manufacture products for Google. We expect our suppliers to source only from conflict-free smelters, such as those that are compliant with Conflict-Free Smelter Program assessment protocols, and to work with suppliers to achieve conflict-free sourcing.

We strive to hold our employees and suppliers to high standards. Any violation of our standards by an employee can result in disciplinary action, including termination of employment. Any violation by a supplier or member of our extended workforce can result in contract or engagement termination.

Our standard contracts and purchase orders with suppliers include language requiring compliance with our Supplier Code of Conduct, which prohibits the use of any form of modern slavery. We also include more extensive anti-modern-slavery contractual language in some supplier contracts.

5. Modern slavery risk factors and risk assessments

We believe that certain risk factors contribute to modern slavery risk in electronics supply chains. These factors include, but are not limited to, working with suppliers that: operate in countries where modern slavery risks are prevalent, subcontract work, hire foreign migrant workers, or are associated with raw material extraction, hardware manufacturing, and certain indirect services (e.g., food services, janitorial services, and security providers).

We regularly assess modern slavery risk in our business and supply chains. Our assessments identify higher risk areas of our business based on external reports and standards, country and sector risk profiles, previous assessments, supplier questionnaires, and input from experts in this area. In addition, to assess supplier-specific risk, we consider the industry, work type, geography, and supplier performance against our Supplier Code of Conduct, among other factors.

In 2024, we completed a modern slavery product-level risk assessment. First, we reviewed Google products against the human trafficking lifecycle. Those deemed relevant then underwent a comprehensive assessment of the potential likelihood the product could be misused to facilitate human trafficking. Based on these findings, we are developing mitigation solutions with appropriate teams.

For more information on our ongoing risk assessments and remediations in our supply chain, please refer to pages 15-19 of our [2024 Supplier Responsibility Report](#).

6. Due diligence

We conduct due diligence on suppliers identified as having higher risk based on the assessments described in the preceding section (collectively, “higher-risk suppliers”). Our due diligence process is conducted on a continuous basis; it involves assessing suppliers for social, environmental and ethical risks, including modern slavery risks. As part of the due diligence process, higher-risk suppliers complete a self-assessment questionnaire about their working conditions and management systems. In certain cases, we utilize third party evaluation of a supplier’s working conditions and management systems in lieu of a questionnaire. The due diligence process also includes supplier background checks, examination of labor-related red flags that appear in publicly available databases and media sources, and a review of higher-risk suppliers’ names against human trafficking watch lists and sanctions lists. If we discover red flags, we conduct extensive and documented follow-ups to address these issues. In certain cases, we may decide to no longer pursue a relationship or to terminate our current relationship with a supplier.

7. Training

We train our employees and members of our extended workforce on Google’s Code of Conduct. The employee training, for example, includes instruction on performing due diligence to identify and avoid working with third parties involved in modern slavery or other illegal practices. Employees in roles related to hardware supplier management are further required to complete an online training course on Google’s Supplier Code of Conduct and Supplier Responsibility program. Our extended workforce managers have the option to complete an online training course on the Supplier Code of Conduct. Both courses include guidance on modern slavery red flags, anti-modern-slavery best practices, and how to report modern slavery concerns. In 2024, we refreshed the content of these trainings to align with our updated Supplier Code of Conduct and integrate learnings from our most common supplier audit findings. These updates also highlighted new regulations and featured recent news stories capturing supply chain risks.

In 2024, we enhanced our modern slavery training for Google supplier managers. This training covers modern slavery indicators prevalent in industries pertinent to our supplier base, worker populations that are most vulnerable, sample risk scenarios, and how to report concerns. The training updates address the evolving regulatory landscape around modern slavery. They offer sample questions for supplier managers to ask suppliers at various stages of engagement, and they feature updated resources developed by the Global Business Coalition Against Human Trafficking (GBCAT) to support procurement teams in identifying and responding to potential modern slavery risks.

Finally, for the third consecutive year, we hosted Supplier Sustainability summits. These convenings focused on training and equipping our higher risk suppliers with tools to mitigate potential risks in their own operations and supply chains, including risks of modern slavery. In 2024, we welcomed 971 participants—a 32% increase from last year.

8. Assessing and reporting on effectiveness

We assess the risk of modern slavery in our supply chains and the effectiveness of our compliance program through periodic independent on-site audits and engagement with our suppliers.

We work with independent parties to conduct periodic audits of our higher-risk suppliers’ facilities. Our audits include in-depth facility reviews, meetings with management, on-site worker interviews, document reviews, and assessments of ancillary workplace facilities, such as dormitories, cafeterias, wastewater treatment facilities, and warehouses. Our audit protocol is designed to assess suppliers’ performance in the areas covered by our Supplier Code of Conduct, including modern slavery risk. We investigate any issues identified during the audit, and when we find that a supplier is not conforming to our expectations, we expect the supplier to provide a corrective action plan that outlines the root cause of the finding, how and when the company will resolve the issue, and what steps will be taken to prevent recurrence. We determine whether the plan is acceptable based on our Supplier Code of Conduct requirements. Lastly, we monitor and verify all corrective actions are completed in the agreed upon time frame, with a process for escalation to the Supplier Responsibility Steering Committee, if necessary.

In addition, we conduct periodic third-party audits during office fit-out construction projects in some regions. Through these audits, we strive to ensure that construction workers have a safe working and living environment (in those cases where housing is provided for workers) and are paid their wages in a timely fashion commensurate with the work performed. This is achieved by visits to relevant facilities, interviews with workers, and inspection of personnel files. Appointed general contractors are contractually bound to allow similar audits of their subcontractors, as appropriate. We also periodically conduct third-party on-site audits of strategic food services and janitorial suppliers, recognizing that workers in these industries are at higher risk for modern slavery.

In 2024, our suppliers underwent 131 on-site audits. These audits identified multiple non-conformance findings related to the Supplier Code of Conduct categories of “Freely Chosen Employment,” “Working Hours,” and “Wages and Benefits,” which contain key modern slavery risk indicators:

Freely Chosen Employment	Working Hours	Wages and Benefits
<ul style="list-style-type: none"> • Worker-paid recruitment fees • Monetary penalties for early termination of employment • Retention of identity documents 	<ul style="list-style-type: none"> • Workers not receiving at least one day off for every seven days worked • Working hours in excess of 60 hours per week 	<ul style="list-style-type: none"> • Delay or withholding of wages

As part of our audit program, we ask suppliers to identify root causes of any findings and develop and implement appropriate corrective actions. For the findings above, we are working with our suppliers to:

Corrective Action Plans

Freely Chosen Employment

- Restrict prohibited fees and penalties
- Prohibit withholding of identity documents

Working Hours

- Implement and enforce a policy requiring at least one day off for every seven days worked
- Develop an effective overtime procedure

Wages and Benefits

- Make timely payments or reimbursements of wages and fees
- Establish an effective payment process for resigned workers upon the termination of employment relationship

For more details on how we manage corrective action plans, see page 17 of our [2024 Supplier Responsibility Report](#).

Audit findings and corrective actions are periodically presented to the Supplier Responsibility Steering Committee for review and discussion. In addition to our formal announced audits, our supplier and extended workforce managers are trained to report any concerns they might observe on an ongoing basis, including on modern slavery risks.

As the most valuable insights often come from workers themselves, we engage with independent third parties to gather feedback through individual and group interviews. Workers are invited to share their concerns, including on topics such as working conditions, wages and benefits, working hours, and communication with management. In addition, we conduct online worker surveys and focus group discussions at certain suppliers. In 2024, we heard from more than 6,200 members of our supplier workforce via worker surveys, focus group discussions, or our third-party audit process.

We also assess the effectiveness of our actions through ongoing monitoring of suppliers whose audit findings reveal potential modern slavery risks, regularly reviewing and updating our supply chain implementation guidance, and developing tools to better identify populations at risk of modern slavery within our supply chain. We monitor the progress of supplier audits and any related corrective action plans through completion and conduct closure audits to verify that corrective action plans have been implemented effectively. For more information on our supplier audit process, see pages 16-19 of our [2024 Supplier Responsibility Report](#).

RCI exercises oversight over the Supplier Responsibility program. Such oversight includes the collection of quarterly program performance and risk metrics, as well as reviews of supplier risk assessments, due diligence questions, and audit protocols that relate to modern slavery risk indicators. Any potential policy and process improvements to the Supplier Responsibility program are presented to the Supplier Responsibility Steering Committee for approval. Once approved, the Supplier Responsibility team works with our suppliers to communicate our expectations and request evidence of adherence to our standards. For more information on our audit findings, please refer to pages 17-19 of our [2024 Supplier Responsibility Report](#).

9. Reporting concerns or raising issues related to modern slavery

We offer multiple reporting options to our employees and members of our extended workforce, including a helpline that gives an option to report concerns anonymously, including on modern slavery. We promote this reporting channel through our internal policies, communications, and trainings. We also have a policy prohibiting retaliation for raising concerns. Our Supplier Code of Conduct also requires suppliers to maintain reporting channels for their workers to raise concerns, including those related to modern slavery.

If a modern slavery concern is raised through the helpline or other reporting channels (e.g., our People Operations team), our Anti-Modern-Slavery team is notified, and Google's central investigations team coordinates with other appropriate stakeholders to investigate and address the issue. If a reported concern is substantiated, the corrective response may involve working with the supplier to ensure that the issue is addressed or, if that is not possible, terminating the supplier. Any incident of child labor would be addressed in accordance with the ILO-IOE Child Labor Guidance Tool For Business. In the last financial year, we did not identify any incident of modern slavery in our own operations or supply chain. Similarly, we have not identified any loss of income resulting from the steps taken to eliminate modern slavery.

10. Our commitment to supporting the eradication of modern slavery

In addition to the measures described above, our product areas lead and support a number of efforts and organizations as part of our commitment to supporting the eradication of modern slavery.

Product-related policies

- **Advertising:** Our [advertising policies](#) do not allow ads that: contain adult-oriented content targeting minors; promote sexually explicit content (including content with underage or non-consensual sexual themes, or that is synthetically created); advertise for compensated sexual acts, mail-order brides, or marriage brokers; or otherwise violate applicable laws or regulations for any location that a campaign targets (collectively, "bad ads"). Additionally, all ads for dating and companionship applications are subject to a [specific certification program](#). We enforce our policies through a robust approval and monitoring process. We use the latest technology as well as manual review by teams that are specially trained to [remove bad ads](#)—and bad advertisers—from Google. This is a constant challenge, and we are always seeking ways to ensure our systems and practices stay ahead of the evolving risk.
- **Google Play:** Our policies do not allow apps that contain or promote [illegal activities](#), such as modern slavery and human trafficking. We also prohibit [sexually explicit content](#), such as pornography, content associated with sexually predatory behavior, and content that promotes sexual acts in exchange for compensation, including escort services.
- **YouTube:** YouTube's Community Guidelines [expressly prohibit](#) content that facilitates human smuggling and sex or escort services. In addition, YouTube has policies that prohibit a variety of exploitative and graphic [sexual content](#). YouTube also enforces [robust child safety policies](#) that prohibit the exploitation of minors. These policies forbid offering incentives such as money, praise, or likes to encourage a minor to engage in physical contact with someone else. Furthermore, they prohibit content that advertises sexual or abusive content featuring minors.

Product features

- **Google Search feature:** We continue to support a Google Search feature that helps victims of modern slavery to more easily access critical support and services from anti-modern-slavery organizations. Specifically, when certain keywords are used in Search, this feature will show hotline phone numbers, operating hours, and easy-to-use text short codes. The feature is available in 11 countries and 13 languages.
- **User engagement:** We provide robust tools to help our users report illegal content or abuse in our services, including [expert flagging solution tools](#). We also invite users to [contact us](#) with complaints about illegal content or abuse through our product Help Centers.
- **Removing problematic listings on Google Maps:** In partnership with an independent party, we developed search terms to identify listings on Google Maps that exhibit characteristics associated with human trafficking. We then worked to both remove and prevent those listings from being displayed to users.

Partnerships

- **Protecting Children:** We deploy technology for the detection of child sexual abuse material at scale. Google's Special Victims Investigation Group investigates cases involving online child sexual exploitation, making reports to the National Center for Missing and Exploited Children (NCMEC). This initiative involves innovation in identifying children being exploited to expedite their potential rescue.
- **Responsible Mining:** We are a member of the Responsible Minerals Initiative (RMI), which [supports multiple collaborations with organizations](#) working to eradicate child labor and drive responsible mining practices in the Democratic Republic of the Congo (DRC). The effort involves working in-region with NGOs and governmental entities to assess the current state of child mining, identify root causes, develop mitigation plans, and support interventions that ultimately eliminate child mining by providing economic alternatives to families.
- **Industry Collaboration:** To support industry innovation and collaboration to combat modern slavery, we engage with [BSR's Human Rights Working Group \(HRWG\)](#), the Responsible Business Alliance ([RBA](#)), and [GBCAT](#). As part of GBCAT, we supported the [Tech Against Trafficking](#) supply chain data workstream, which aims to enhance data interoperability and sharing across the supply chain on modern slavery risks, and the [Accelerator Program](#), which aims to advance and scale the work of organizations that offer promising technology solutions to combat human trafficking. We also encourage Google employees to utilize and share tools developed by GBCAT, many of which we supported during their development. Among the GBCAT resources that we promote are the modern slavery and child labor [policy templates](#) for suppliers, [case studies](#) and best practice examples, and a [compendium](#) to the Toolkit for Corporate Suppliers that supports procurement teams in their efforts to combat modern slavery. During 2024, we shared these resources with suppliers at our annual Supplier Responsibility summits to encourage their adoption and advance their understanding of modern slavery risk.

Employee engagement and awareness

- **Social Impact Funding:** Google and Googlers (including corporate matching of employee donations and ad grants) gave funding totalling more than US \$4.3 million in 2024 to organizations fighting modern slavery.

11. Moving forward

We remain committed to improving our efforts to address modern slavery risks in our business and supply chains. In the next year, we plan to:

- Expand supplier participation in our Supplier Sustainability summits, sharing best practices and discussing key topics, such as Google's Supplier Code of Conduct, anti-modern slavery, and human rights.
- Support Tech Against Trafficking (TAT) in standardizing forced labor indicators to increase interoperability throughout the ecosystem.
- Expand efforts to identify and address the risk of modern slavery among suppliers deeper in our technical and consumer hardware supply chains.

This statement was reviewed by relevant internal teams and approved by XXVI Holdings Inc., a Delaware corporation and sole managing member of Google LLC.

In accordance with the requirements of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above. I have the authority to bind XXVI Holdings, the entity which ultimately owns Google Canada Corp. and Google Cloud Canada Corp.



Kent Walker
Secretary, XXVI Holdings Inc., sole managing member of Google LLC
President, Global Affairs, Chief Legal Officer and Secretary of Google LLC and Alphabet Inc.

May 21, 2025