



Human Rights Statement

INTRODUCTION

Founded in 1989, EVO Payments, Inc. (NASDAQ: EVOP) is a leading global payments processor with operations in 14 countries and over 2,000 employees. EVO is committed to supporting internationally recognized human rights activities and initiatives aligned with its culture and core values. Respect for human rights is part of our ethical responsibility as an international company. We believe that long-term business success can only be achieved if human rights are acknowledged and protected. This Human Rights Policy Statement sets out the fundamental principles embedded in our business operations and culture to ensure we do not engage in activities that directly or indirectly violate human rights. It is our corporate responsibility to uphold these principles throughout our entire organization. Additionally, we expect all stakeholders, including business partners, vendors and suppliers, to be aligned in upholding human rights globally.

OVERVIEW

EVO's executive management team oversees EVO's corporate responsibility policies and programs to identify and address any issues with regard to human rights that are reported to EVO.

EVO's Human Rights Policy Statement demonstrates our commitment to supporting and promoting human rights that benefit all our stakeholders, including our customers, employees, shareholders, investors, and the communities in which we live and operate. Our commitment is guided by the following principles:

ETHICAL BUSINESS CONDUCT

As detailed in our Code of Conduct, EVO is committed to the highest standards of business ethics, which govern the conduct of our business operations for all employees. We require all business on behalf of EVO to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

EMPLOYEE RIGHTS AND FAIR LABOR PRACTICES

We believe all our employees deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust. We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and other applicable laws.

DIVERSITY AND INCLUSION

We support and encourage diversity and inclusion within our business and the organizations with which we do business by maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national origin, ethnicity, religion, age, disability, sexual orientation, or any other status protected by applicable law. We are committed to the protection of women's rights. We are committed to providing equal opportunities for all employees and promoting a work environment that is free from harassment, violence and intimidation. For more information on EVO's diversity initiatives, please review our Commitment to Diversity, Equity, Inclusion and Belonging.

SAFE AND HEALTHY WORKPLACE

Our policy is to provide and maintain a safe, healthy and productive workplace for all our employees that complies with all applicable laws, regulations and internal policies. For more information on EVO's health and safety initiatives, please review our Commitment to Workplace Health and Safety.

MODERN SLAVERY AND HUMAN TRAFFICKING

EVO is committed to preventing and prohibiting forced labor of any kind, including all forms of modern-day slavery or human trafficking.

CHILD LABOR

We do not engage in or condone the unlawful employment or exploitation of children.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We respect the applicable labor laws in each country in which we operate with respect to freedom of association and collective bargaining.

For questions related to our Human Rights Statement, please contact EVO at its website <https://evopayments.com/contact-evo>