

June 30th, 2025

**MODERN SLAVERY AND HUMAN
TRAFFICKING STATEMENT**
FINANCIAL YEAR 2024

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1 Introduction

At think-cell, we are committed to upholding the highest standards of ethical conduct and human rights across all areas of our operations. We fully support the objectives of the UK Modern Slavery Act 2015 and take a zero-tolerance approach towards modern slavery, human trafficking, forced labor, and any form of exploitation.

We recognize that the prevention of modern slavery requires continuous vigilance and proactive engagement across our business and supply chains.

2 Our business, structure and supply chains

think-cell is a globally recognized software company headquartered in Berlin, Germany. Our software solutions help professionals create business presentations more efficiently. We serve customers across numerous countries, working with a worldwide network of partners and resellers.

Our supply chain primarily involves:

- Software development services.
- Cloud and hosting providers.
- IT hardware and software suppliers.
- Professional services such as legal, financial, and consulting firms.

Given our sector and the nature of our suppliers, we assess the overall risk of modern slavery in our direct operations as low. However, we remain vigilant in our supply chain management to prevent any human rights abuses.

3 Our policies and governance

We maintain a robust governance framework that reflects our commitment to ethical business practices. Our key policies addressing modern slavery risks include:

- **Code of conduct:** Mandating fair labor practices, prohibiting forced labor, and upholding human rights.
- **Whistleblower policy:** Enabling employees to report concerns anonymously without fear of retaliation.
- **Empowerment, equity and inclusion policy:** Promoting equal opportunities and fair treatment throughout our workforce.
- **ABC policy:** think-cell maintains a zero-tolerance policy toward corruption, bribery, fraud, and money laundering.
- **Business ethics policy:** We are committed to conducting our business with the highest standards of integrity and transparency.

In addition, there are further policies in place, such as those for ESG, IT security and others.

Policies which we are currently working on:

- **Labor and human rights policy:** The Labor and Human Rights Policy ensures a healthy and safe work environment, promotes fair and respectful working conditions in line with international labor standards, emphasizes professional and personal development, prohibits child and forced labor, and is committed to empowerment, equality, inclusion, non-discrimination, and fostering a culture of respect and equal opportunity.
- **Supplier code of conduct:** Setting out expectations for all suppliers and requiring adherence to laws prohibiting modern slavery and human trafficking.

4 Due diligence processes, risk assessment and management

We continually assess potential areas of vulnerability within our business and supply chain. To mitigate risks of modern slavery and human trafficking, we are planning the implementation of a supplier assessment through a risk-based approach that considers previously defined ESG criteria.

In the event that any instance of non-compliance is identified, we are committed to taking appropriate corrective action, including termination of supplier relationships if necessary.

5 Training and awareness

think-cell will provide tailored trainings to employees. The trainings ensure that key staff:

- Understand the signs of modern slavery and human trafficking.
- Know how to act if concerns are raised.
- Recognize the importance of responsible sourcing practices.

We are committed to enhancing awareness across the organization through regular updates and internal communications. To report any type of incident, the whistleblowing hotline can be used. The reporting person can choose whether to submit the report anonymously or not.

6 Measuring effectiveness

To evaluate the effectiveness of our efforts, we will track:

- The number of suppliers assessed for specific ESG-criteria.
- Any reported incidents and the corrective actions taken.
- Training completion rates among relevant employees.

We are committed to transparency and continuous improvement and will refine our approach based on evolving best practices.

7 Looking ahead

think-cell is dedicated to strengthening its approach to human rights protection year after year. We aim to deepen collaboration with suppliers, enhance due diligence measures, and expand our training programs to ensure that modern slavery and human trafficking have no place in our business or supply chains. Our due diligence process, training initiatives, and effectiveness measurements are currently under development and will be implemented when finalized, also as part of our commitment to supporting the requirements of the Modern Slavery Act.

8 Management approval

This statement is dated June 30th 2025, and has been approved by the Management Board of think-cell Group GmbH.

Signed,



Alexander von Fritsch
CEO



Christoph Hobo
CFO/COO