

Anti-Modern Slavery Statement

Introduction

This Anti-Modern Slavery Statement (hereinafter, “Statement”) supports our commitment to ensure there is no modern slavery, forced labor or human trafficking within Precisely or our supply chain, and covers the financial year starting January 1, 2023 and ending December 31, 2023 for Precisely Software Incorporated together with its subsidiaries, affiliates and branches (individually and collectively, “Precisely”, “Company”, “we” or “our”). This Statement was approved by the Company’s Policy Committee, inclusive of its Chief Executive Officer, on May 13, 2024.

Precisely is headquartered in the United States of America and provides software, data solutions, and other products, services and technology to over 12,000 customers in 100+ countries worldwide.

Our Business and Supply Chain

As a commercial off-the-shelf software developer, with a professional workforce predominantly working remotely, Precisely does not consider its own employees to be at high-risk in terms of modern slavery, forced labor or human trafficking. Precisely does not operate any manufacturing facilities and its supply chain broadly consists of software, data, technology and contract and outsourced workers (mostly professional consultants).

Nonetheless, Precisely is committed to honesty, integrity and fairness in the course of our business dealings as a company and to implement effective systems and controls to ensure modern slavery, forced labor and human trafficking does not take place anywhere in our business or supply chain.

Risk Review

Precisely continues developing its risk-based approach to combat modern slavery, including but not limited to, the implementation of ethical standards, the Global Supplier Code of Conduct, annual awareness training and other policies and procedures.

Due Diligence

Precisely periodically screens its supply chain against certain official governmental lists, including but not limited to, those that identify human rights violations such as human trafficking and smuggling.

Company Policies

Precisely’s Business Conduct Guidelines and Global Code of Conduct outline Precisely’s commitment to honesty, integrity through ethical conduct, sound judgment, fairness, honesty, accountability, respect for others and operating our business in compliance with applicable laws, rules and regulations. The Business Conduct Guidelines and Global Code of Conduct are an extension of Precisely’s values of openness, determination, individuality, as well as collaboration, and summarize Precisely’s core policies, providing employees an overview of their obligations and our expectations.

Precisely has also implemented additional policies that supplement its approach to battling modern slavery, including but not limited to, our Anti-Bribery and Anti-Corruption Policy, Anti-Money Laundering Policy and Business Ethics Policy (“Company Policies”). Our Employee Handbook for the United Kingdom includes an Anti-Slavery and Human Trafficking Policy requiring all employees in the United Kingdom to comply with such Policy and raising awareness within Precisely’s subsidiaries and branches in the United Kingdom.

Corporate Social Responsibility

Respect for human rights and social responsibility are part of Precisely's core values. We encourage a culture of respect and we operate our business in an economically, socially and environmentally sustainable manner.

Training and Awareness

Precisely requires all employees to complete an annual online awareness training course covering modern slavery in supply chains in order to emphasize the role each and every one of us plays in helping eradicate the exploitation of millions of individuals worldwide. This annual awareness training covers topics such as what is modern slavery, including examples of such practices, why and how modern slavery occurs, types of modern slavery, such as human trafficking, actions to be taken to stop such practices, identifying red flags, guidance on what steps should be taken and appropriately reporting a concern to the relevant authorities.

Maintenance

The Office of the General Counsel is responsible for ensuring compliance with Precisely's Business Conduct Guidelines, Global Code of Conduct, Global Supplier Code of Conduct, this Statement and Precisely's Company Policies.

Reporting

If you have suspicions, do not take matters in your own hands.

All apparent or suspected violations in regards to modern slavery must be reported to your manager or supervisor, someone in your managers' or supervisors' reporting line or to the Office of the General Counsel via EthicsPoint (precisely.ethicspoint.com).

Precisely maintains a zero-tolerance approach to all forms of modern slavery and will not allow any retaliation to be levied against anyone who reports a concern, violation or potential violation in good faith of this Statement. Precisely will ensure that appropriate confidentiality measures are taken and will not retaliate against any individual for reporting violations in good faith.

You should never take matters in your own hands and try to confront the suspect and/or solve a problem on your own. However, you should contact the appropriate authorities.

For employees in the United Kingdom:

- Call the UK Modern Slavery Helpline or report online via <https://www.modernslaveryhelpline.org/report>, or
- Call the Police.

For additional information, please consult [Modern slavery - GOV.UK \(www.gov.uk\)](http://www.gov.uk).

For employees in the United States of America:

- Call 9-1-1 for emergency situations;
- Call 1-866-DHS-2-ICE (1-866-347-2423) to report suspicious criminal activity to federal law enforcement;
- You can also submit a tip at www.ice.gov/tips; or
- To get help from the National Human Trafficking Resource Center, call 1-888-373-7888 or text HELP or INFO to Be Free (233733). For additional information, please consult www.humantraffickinghotline.org.

If you do not feel comfortable reaching out to the authorities, you should:

- Contact the Office of the General Counsel by calling +1-781-906-2670 or via email at CorporateLegalCompliance@precisely.com, or
- Report a concern via [EthicsPoint](https://precisely.ethicspoint.com) on an anonymous basis.