

June 19th, 2026

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

FINANCIAL YEAR 2025

Table of contents

<u>1</u>	<u>INTRODUCTION</u>	<u>1</u>
<u>2</u>	<u>OUR BUSINESS, STRUCTURE AND SUPPLY CHAINS</u>	<u>1</u>
<u>3</u>	<u>OUR POLICIES AND GOVERNANCE</u>	<u>1</u>
<u>4</u>	<u>DUE DILIGENCE PROCESSES, RISK ASSESSMENT AND MANAGEMENT</u>	<u>2</u>
<u>5</u>	<u>TRAINING AND AWARENESS</u>	<u>2</u>
<u>6</u>	<u>MEASURING EFFECTIVENESS</u>	<u>2</u>
<u>7</u>	<u>LOOKING AHEAD</u>	<u>3</u>
<u>8</u>	<u>MANAGEMENT APPROVAL</u>	<u>3</u>

1 Introduction

At thinkcell, 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

thinkcell 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

During the reporting period, thinkcell finalized and implemented its Labor and human rights policy and Supplier code of conduct. These policies establish the company's expectations regarding ethical business conduct, respect for human rights, labor standards, and responsible supplier practices.

To ensure that policies remain effective and aligned with applicable legal and regulatory requirements, thinkcell conducts periodic reviews of its governance framework. A comprehensive review of all corporate policies was initiated in May 2026.

In addition, thinkcell developed and implemented an Artificial Intelligence (AI) Policy to address emerging regulatory requirements and support the responsible use of AI technologies within the business. The policy entered into force on 19 May 2026.

4 Due diligence processes, risk assessment and management

During the reporting period, thinkcell continued to strengthen its approach to supplier risk management.

Recognizing that software procurement represents the majority of the company's purchasing activity, thinkcell has developed a software approval process that is planned for implementation during the next reporting period. Under this process, all new software purchases will be subject to a structured review involving relevant internal stakeholders and specialist functions. The assessment will consider a range of criteria, including legal, compliance, information security, privacy, operational and business requirements.

The company expects this process to further enhance visibility into supplier relationships and support the identification and mitigation of potential risks, including those related to modern slavery and human rights.

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

During the reporting period, thinkcell reviewed and updated its internal training framework.

Building on this work, the company plans to introduce a revised training cycle in 2026, including role-specific learning paths tailored to different employee groups. This approach is intended to provide targeted guidance to employees based on their responsibilities and level of exposure to relevant compliance, governance and human rights risks.

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

thinkcell continues to monitor the effectiveness of its policies, procedures and governance measures through ongoing review and oversight activities. As the company's modern slavery compliance framework continues to mature, additional metrics and monitoring mechanisms will be considered where appropriate.

7 Looking ahead

thinkcell remains committed to continuously strengthening its approach to identifying, preventing and mitigating modern slavery risks within its business and supply chains. During the next reporting period, the company will continue to enhance its governance framework, supplier oversight processes and employee awareness initiatives, while ensuring that its policies and procedures remain aligned with evolving legal and regulatory requirements.

8 Management approval

This statement is dated June 19th, 2026, and has been approved by the Management Board of think-cell Group GmbH.

Signed,

Signed by:

F31DFEDFE330435...

Alexander von Fritsch
CEO

Signed by:

2F9E192BC79043D...

Adam Conlon
CFO/COO