

BOARD M.I.T LIMITED

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION FROM THE CEO

Board M.I.T. Limited is committed to upholding human rights and preventing modern slavery, grounded in the inherent dignity of every individual and its responsibility to contribute positively to the well-being of individuals and communities involved in their business activities. Ensuring ethical trading and responsible sourcing remains a priority for Board M.I.T. Limited.

This statement outlines the key activities undertaken during the 2024 fiscal year and our ongoing commitment to preventing and combating modern slavery and human trafficking within our organization and supply chain.

ORGANIZATION'S STRUCTURE

Board M.I.T. Limited is part of Board Group (hereinafter the "**Group**" or "**Board**"), whose parent company Board International SA is based in Chiasso, Switzerland.

Board M.I.T Limited employs over 80 people based in the UK, with its office located at LDN:W, 8th Floor, 3 Noble Street, London EC2V 7EE, UK.

OUR BUSINESS

Founded in 1994, Board provides the Board Enterprise Planning Platform used by more than 2,000 organizations worldwide to manage operational, financial and strategic planning processes. Board Cloud is the SaaS version of Board Platform, backed by Microsoft Azure, which eliminates the need for infrastructure investments, enabling organizations to pay only for what they use, ensuring top performance and scalability, and making EPM and Supply Chain Planning applications more affordable and less risky than ever before.

OUR SUPPLY CHAINS

Our supply chains primarily include:

- Data centers hosting our platform and other SaaS (software as a service) providers.
- Professional service companies such as business partners, accountants and lawyers
- Suppliers enabling facility operations, including waste disposal and utilities.

OUR POLICIES

Board's policies, codes, practices, and procedures to assess and address the risk of modern slavery (including child labor) apply to our operations and supply chains. Our internal regulations convey our values and reinforce our commitment in preventing modern slavery and human trafficking in our supply chains and business operations, acting ethically and respecting human rights. Key policies include:

- *Code of Conduct and Ethics*: it reflects Board's values and principles in observing and demonstrating the highest standard of integrity. It set out the main values that guide the

Group actions and contains effective rules of behaviors which we expect our employees and third parties to respect.

- *Supplier Code of Conduct*: outlines Board's expectations on how its suppliers conduct business, acting in compliance with laws, international human rights, and ethical standards.
- *Business Partners Code of Conduct*: it defines Board's expectations for how business partners operate ethically, in compliance with laws, and with respect to internationally recognized human rights.
- *Antislavery and Human trafficking policy*: it reflects our commitment to act ethically and with transparency in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.
- *Diversity, Equity, and Inclusion policy*: it reflects our commitment to ensuring a work environment free from any form of discrimination or abuse, by establishing working relationships characterized by fairness, equality, non-discrimination and attention and respect for the dignity and human rights of all individuals.
- *Whistleblowing policy*: we encourage our employees to report any potential wrongdoing, including human rights violations such as modern slavery and human trafficking.

OUR DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We have established a due diligence process among key suppliers to identify and mitigate risks of modern slavery and human trafficking to ensure that we and they maintain supply chains in compliance with all laws and regulations. Our suppliers are evaluated based on their adherence to human rights, with due diligence questionnaires addressing key issues related to applicable codes, practices, and policies to identify and combat any risks of modern slavery, human trafficking and in general forced labor.

As part of our initiative to mitigate risk we require our Suppliers are also required to acknowledge and comply with our Code of Conduct and Ethics, our Supplier Code of Conduct, Board Modern Slavery Policy, and our Anti-Bribery Policy. Furthermore, for certain Suppliers we require to accept the Board Security Measures for Suppliers.

We are committed to taking appropriate steps, in line with our values, to identify, investigate and correct any report of potential incidents of modern slavery occurring in our operations or supply chain. We work with suppliers to achieve these goals and if no progress is possible, we may take measures to cease ties with non-compliant suppliers or sub-suppliers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance for slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics, we have in place the following measures:

- We require suppliers to adhere to our Code of Conduct and Ethics, our Supplier Code of Conduct and Ethics, Board Modern Slavery Policy, and our Anti-Bribery Policy.
- Maintain a resolute and dedicated compliance team consisting of the following departments: Compliance, Corporate Legal and Procurement.

TRAINING

We provide training to all employees – during the onboarding with regular refresher training thereafter - to enhance their understanding of the risks of modern slavery and human trafficking in our supply chains and in our business.

EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

In our business or supply chains, we measure the effectiveness of alignment with slavery and human trafficking best practices through supplier screening and due diligence audits with dedicated questionnaires.

This statement has been prepared in compliance with the section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the fiscal year ending 31 December 2024.

Looking to the years ahead, we will continue to strengthen our commitments under these key pillars:

- Regularly review and update our policies and assessment processes.
- Expand our training.
- Regularly review and improve our supply chain due diligence effort.

It was approved by the board on 08.07.2025.

Director of Board M.I.T. Limited

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Date: 08.07.2025