

Modern Slavery Act Statement

For a fiscal year ending 31 January 2024

Introduction

RealtimeBoard Inc. dba Miro and its affiliated entities (“Miro”) is committed to upholding the highest standards of ethical behavior in all its operations and business relationships. We strongly oppose any form of modern slavery and human trafficking and are dedicated to ensuring that such practices do not take place within our business or supply chains. This statement outlines our current efforts and future plans to address modern slavery and human trafficking, in compliance with the UK Modern Slavery Act 2015.

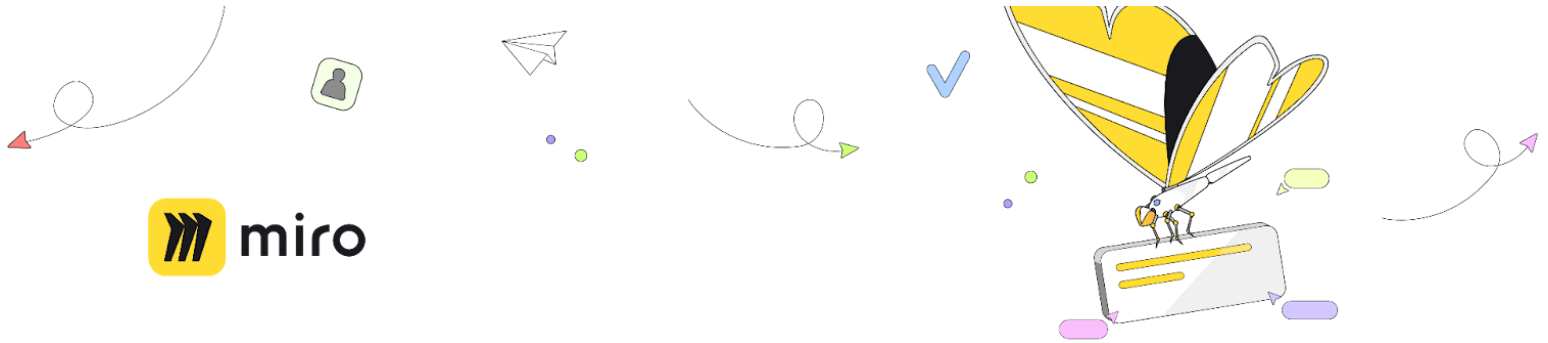
Miro’s Values, Mission, and Commitments

At Miro, we believe in fostering innovation and collaboration through our visual collaboration digital platform, while upholding integrity, transparency, and respect for human rights. Our mission is to empower teams to create the next big thing through offering the service that enables distributed teams of any size to dream, design, and build the future together. Miro operates in many different countries around the world and our colleagues are citizens of nations with varying laws, regulations, and customs. Our commitment to conducting business according to the highest standards of ethical conduct applies across national boundaries. At Miro, we believe that all workers deserve a fair and ethical workplace and must be treated with dignity and respect. Miro expects its own workforce, and each company with which it does business, to uphold the highest standards of human rights.

Miro’s Business

History, Structure, and Industry

Founded in 2014, Miro provides a cloud based Software as a Service (“SaaS”), through offering subscriptions to Miro visual collaboration platform designed to enhance innovation and teamwork. Co-headquartered in San Francisco and Amsterdam, Miro operates globally with subsidiaries in Germany, England, the Netherlands, France, Denmark, Australia, Japan, and Armenia. We uphold these values globally.



Operating Model

Our visual collaboration platform enables distributed teams to work together effectively, transcending geographical boundaries. We employ a diverse workforce and collaborate with a wide range of partners to deliver and support our services. Miro is committed to complying with applicable laws and regulations in the countries where it operates, and promotes working conditions and employee wellbeing throughout its organization.

Miro's Supply Chain

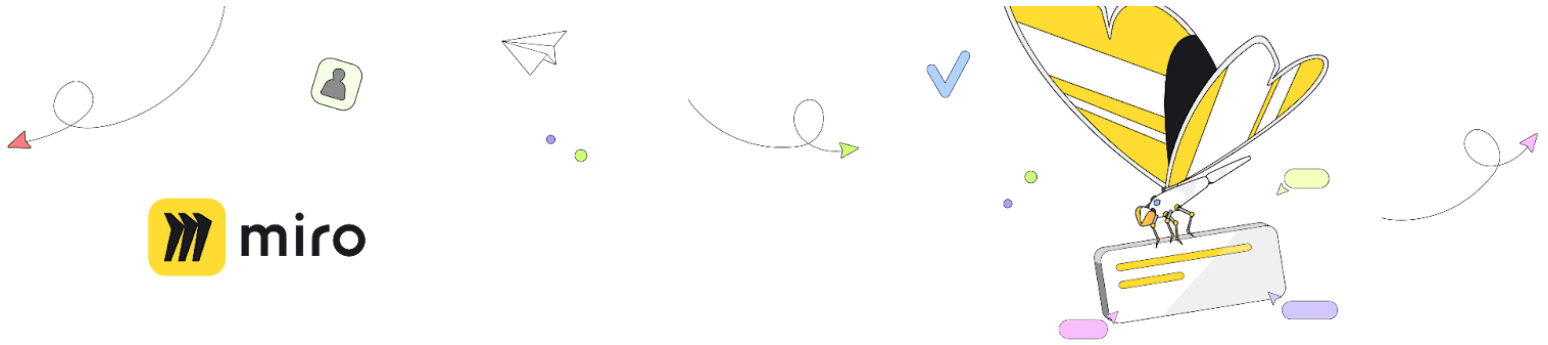
Sourcing and Higher-Risk Countries

Miro partners with various companies and vendors to support our business needs, ranging from cloud infrastructure, consulting and professional services, hardware/equipment, software development, and marketing and advertising. Modern slavery is generally not a material risk within these partnerships. The majority of our key suppliers are located in the United States and Europe, and they primarily operate in the fields of technology, equipment, and professional advisory and consulting services, which are generally considered low-risk sectors. In case any of the key suppliers operate in countries where modern slavery is prevalent, Miro requires such suppliers to comply with the ethical standards identified in Miro's Supplier Code of Conduct, including labor and human rights requirements. Miro also retains contractual right to audit its suppliers to verify compliance with such principles to the best of its ability.

Supply Chain Complexity

Our supply chain comprises technology providers, office supplies, and professional services. We maintain a Supplier Code of Conduct that outlines our expectations for ethical practices and labor standards. We are currently working on a new Supplier Code of Conduct to enhance our commitment to ethical sourcing, which will be launched soon. We engage in long-term relationships with suppliers who share our commitment to combating modern slavery and uphold contractual rights that align with our ethical standards.

Given our supply chain's geography, the sectors we serve, and our software-as-a-service business model, the risk of slavery and human trafficking is low. Having said that, we have zero tolerance for slavery and human trafficking within our organization and supply chain, and in case of any reports of such practices, we shall take relevant actions to investigate, evaluate terminating such partnerships (and where legally required reporting to authorities as needed).



Miro's Organisational Policies

Relevant Policies

Miro's policies require its employees, directors, officers and contractors to employees, officers, directors, and agents to adhere to the highest ethical standards in conducting business at Miro.

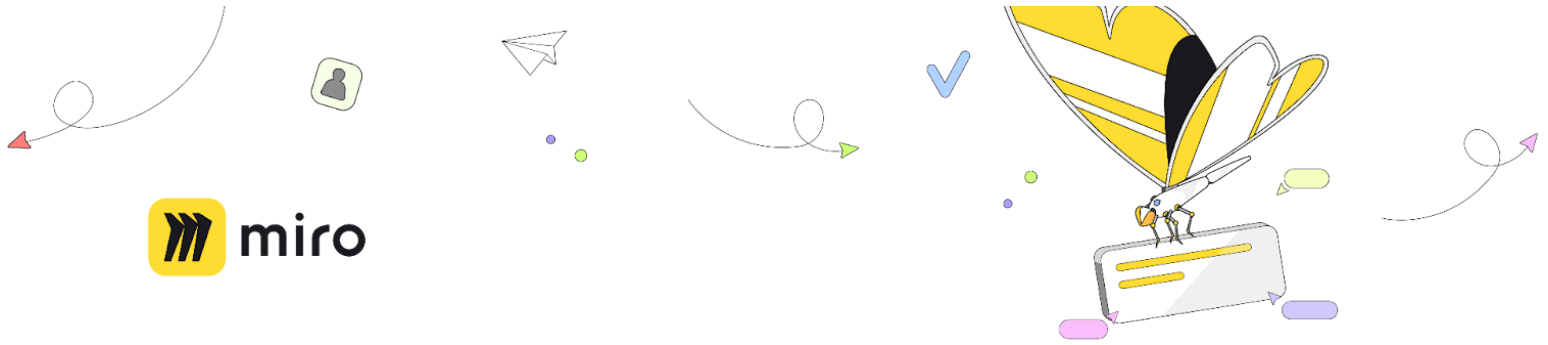
- **Miro Code of Conduct**: Enforces standards of behavior and compliance.
- **Supplier Code of Conduct**: acts as a guide for ethical supplier behavior, and is applicable to all third-party vendors providing products or services directly paid for by Miro.
- **Recruitment Policy**: Ensures fair and transparent hiring practices.
- **Whistleblowing Policy and Ethics and Compliance Hotline**: Provides a safe channel for reporting unethical behavior.
- **Procurement Policy**: Guides responsible sourcing and supplier engagement.
- **Employee Handbook**: Details our commitment to a respectful and inclusive workplace, including an anti-slavery commitment.

Miro is an equal opportunity employer. In accordance with applicable law, we prohibit discrimination against any applicant or employee based on any legally recognized basis protected by applicable country, federal, state or local law. Our commitment to equal opportunity employment applies to all persons involved in our operations and prohibits unlawful discrimination by any employee.

Miro's Due Diligence Processes

Summary and Oversight

Miro periodically reviews its policies and procedures to monitor implementation. Additionally, Miro has implemented vendor due diligence procedures that are carried out upon onboarding of its supplier before committing to any contractual agreements. These procedures aim to comprehend the supplier's profile, the products or services obtained, and potential risks associated with the supplier. All suppliers are subject to legal terms and conditions signed with Miro. Miro plans to incorporate considerations of modern slavery into its procurement and



vendor assessment process, particularly when the supplier's country and industry present a heightened risk of modern slavery.

Vendor Onboarding Process

Miro conducts checks on its critical suppliers, focusing on data protection and security. The vendor onboarding process utilizes the Zip tool, involving various internal stakeholders depending on the risk, such as legal, finance, security, and privacy teams. Additional management functions may also be required to approve vendors.

Embedding Human Rights

We are committed to embedding respect for human rights across our operations by fostering a culture of zero tolerance towards modern slavery. This includes updating our processes and policies to address these concerns effectively.

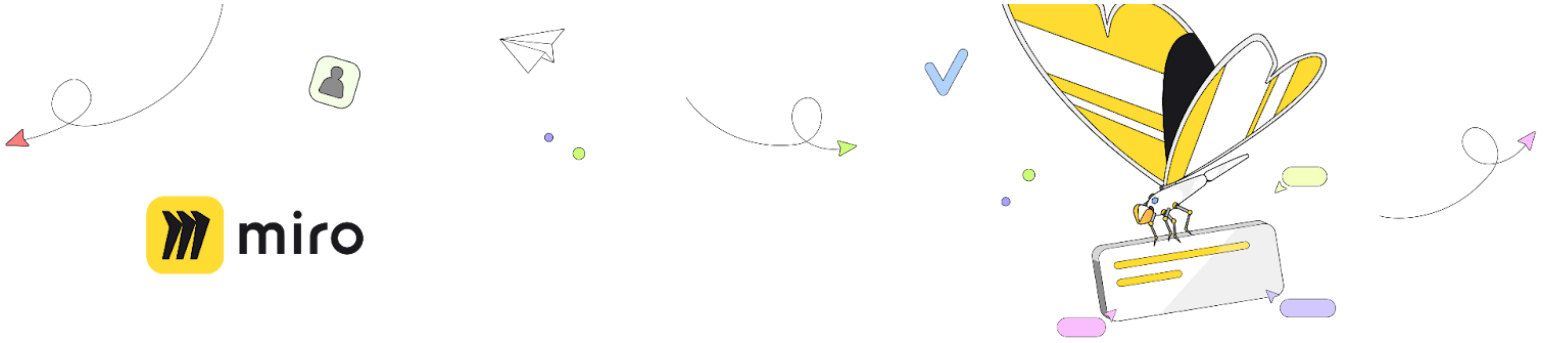
Training

All Miro employees are required to read and acknowledge the Miro Employee Handbook and Miro Code of Conduct upon onboarding and then periodically upon update of such policies. This includes, amongst others, Miro employees agreeing to adhere to the highest ethical standards and human rights, and employees are also encouraged to report any violations/incidents to Miro Employee relations team or through an independent Ethics and Compliance Hotline (with an option to report anonymously). Additionally, Miro conducts Miro Code of Conduct and Anti-harassment and Safe Workplace training for all Miro employees. As of the date of this statement, 90% of Miro employees have completed such training and have accepted the Miro Code of Conduct. Miro continually strives to ensure that all employees complete the training.

Future Plans

Miro is committed to continuous improvement in addressing modern slavery risks. Our future plans include:

- Maintaining Supplier Code of Conduct.
- Continue enhancing our supplier due diligence evaluation processes.
- Expanding training programs to cover new insights and regulations.



Conclusion

Miro reaffirms its commitment to combating modern slavery and human trafficking and is committed to continuously update and improve its internal processes and policies. This statement is endorsed by the Board and signed by the General Counsel of Miro, who is responsible for ensuring oversight and implementation of the activities outlined. We will continue to work diligently to uphold our values and promote ethical practices throughout our business and supply chains.

Signed for and on behalf of RealtimeBoard ind. dba Miro and its Affiliates

DocuSigned by:
By: *Melinda Thompson*
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Name: Melinda Thompson

Title: General Counsel and Secretary

Date: October 18, 2024