



Modern Slavery Statement FY2025

Celonis Ltd (“Celonis”) is committed to treating all workers with respect and dignity, ensuring safe working conditions, and conducting environmentally responsible and ethical operations.

We comply with all applicable anti-slavery and human trafficking laws, including - but not limited to - the U.K. Modern Slavery Act of 2015.

This statement provides an overview of the actions Celonis is committed to follow, to avoid that we and our suppliers are not engaged in the use of involuntary labor, including child labor. This covers our fiscal year February 1, 2024-January 31, 2025.

Our Business

Our Process Intelligence platform uses industry-leading process mining technology and AI to present companies with a living digital twin of their end-to-end processes. Giving everyone a common language for how the business runs, visibility into where value is hiding, and the ability to capture it.

Our Values

At Celonis we are helping companies change the way they work, so we can all do our part to ensure a better future for all. Please learn more about our Values by visiting our dedicated webpage: <https://www.celonis.com/company/values/>.

Fair and ethical behavior is intrinsic to our values as a company. We share a passion for being conscientious corporate citizens including our commitment to information security, data privacy and sustainability. Earning trust is pivotal to us. Please read more about the importance of trust and visit our Trust Center: <https://www.celonis.com/trust-center/>.



Our Policies prohibiting Modern Slavery

Our policies aimed to ensure that Modern Slavery does not exist in our workplace or in our supply chain include:

- **Celonis Code of Conduct & Ethics.** Our Code of Conduct & Ethics clearly communicates the behavior expected of employees when conducting Celonis business. Celonis respects and protects human rights wherever we do business. We follow all applicable labor and employment laws and fair employment practices. We respect fundamental human rights and are against any form of human trafficking, child labor, slavery, indentured labor, unequal pay for equal work and expertise, or forced labor.
- **Celonis Supplier Code of Conduct.** Through our contracts and Supplier Code of Conduct, suppliers are expected to share Celonis's commitment to human rights, including that they have no forced, bonded, or involuntary labor, and no slavery or trafficking of persons. Violations of this policy may result in the termination of our business relationship.
- **Human Rights Policy.** Celonis' Human Rights Policy prohibits forced labor, exploitative child labor, modern slavery, and human trafficking in all aspects of our business, providing clear expectations for all employees. People & Culture specific policies, as well as business controls, processes, and guidelines that govern business activities across our global business, also support this policy.

Our Modern Slavery Risk Assessment

We regularly assess modern slavery risk in our business and supply chains. As a software company, Celonis does not have intricate supply chains, multiple contractor or subcontractor levels, seasonal or migrant workers, or vendor relationships with large manufacturing businesses or other sectors with high risks of Modern Slavery. We do not have a type of product that is associated with modern slavery risk. Celonis' procurement activities are concentrated in professional and consulting services and software, and generally our suppliers are in geographic locations that are considered lower risk. Our employees are primarily well paid office workers who are not most vulnerable to modern slavery. Nevertheless, Celonis continues to regularly assess modern-slavery risks in its operations and supply chains and look for ways to facilitate continuous improvement of Celonis' human rights initiatives.



Our Measures to prevent modern slavery

Celonis takes action to ensure that Modern Slavery is not taking place in our workplace or in our supply chain, including by:

- **Recruiting.** Using recruitment/agency workers only from specified, reputable employment agencies to source labor, and requiring that the agencies complete certain practices before we accept recommended workers.
- **Training & Awareness.** As noted above, Celonis maintains a global Code of Conduct that requires the ethical and humane treatment of all people. All Celonis employees are required to review the Code at least annually, are trained on the expectations of the Code, and acknowledge that they will adhere to the Code. Internal policies are communicated to employees periodically to build awareness.
- **Due Diligence on direct Suppliers.** We enter into written agreements with all our suppliers and partners and require all our suppliers and partners to comply with all applicable laws (including the Modern Slavery Acts) and uphold the principles outlined in our Supplier Code of Conduct. Celonis is committed to only partnering with suppliers and business partners who respect human rights and fair labor standards, and will terminate relationships with suppliers in case of non-compliance.
- **Reporting concerns.** We offer multiple reporting channels to our employees, contractors, suppliers, and business partners to report concerns and policy violations. Reporting channels include an ethics web portal and helpline that provide individuals with the opportunity to report concerns anonymously. All concerns raised through this process are thoroughly and impartially reviewed and remediated as appropriate. We also prohibit retaliation against anyone who, in good faith, reports any matter relating to Modern Slavery or who assists in the investigation of a reported concern.

Statement Approval

This statement is made under section 54(1), Part 6 of the U.K. Modern Slavery Act 2015 for the financial year ending January 31, 2025. It has been approved by the directors of Celonis Ltd and will be reviewed every year.

Any concerns and/or complaints arising under or related to this statement should be reported to the Celonis Ethics Department at ethics@celonis.com or through our [ethics helpline](#).

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Hazel Thakkar Lall
Director, Celonis Ltd (UK)