

Beta Systems Software Group

Statement on Slavery and Human Trafficking According to UK

Modern Slavery Act 2015, Art. 54 (1)

This statement sets out the steps taken by Beta Systems Software Group during the fiscal year 01.10.2024 until 30.09.2025 to prevent modern slavery in its business and supply chain.

1. Organisation's structure, business and supply chain

Beta Systems Software AG, headquartered in Berlin, Germany, is the parent company of Beta Systems Software Group (in the following "Beta Systems"). The Group operates through subsidiaries in Austria, Belgium, Canada, Czech Republic, France, Italy, Poland, Spain, Sweden, Switzerland, United Kingdom and United States of America.

Beta Systems provides software solutions that enable business customers worldwide. The portfolio includes innovative software for automating, documenting, analyzing, and monitoring IT processes. Key areas include Workload Automation & Orchestration, Observability, Log and Output Management, IT Operations, and Identity & Access Management, available on-premise and in the cloud. Beta Systems delivers powerful, flexible, and reliable solutions to manage increasing data volumes, transaction complexity, and stricter compliance demands.

Beta Systems has been established in the market for more than 40 years and employs over 600 people across the Group.

2. Policies in relation to slavery and human trafficking

Beta Systems is fully committed to ensuring that its operations and supply chains are free of modern slavery and human trafficking. To uphold this commitment, Beta Systems has implemented guidelines and rules that define our expectations regarding ethical conduct and respect for human rights. The Code of Conduct sets out the principles that every employee must acknowledge upon joining the company. It requires all employees to respect the human rights of those they supervise, to prioritise health and safety in the workplace, and to foster fair and lawful working conditions. In addition, employees must not engage in or tolerate the employment of individuals below the legally permitted age.

Beta Systems regularly assesses the risk of modern slavery and human trafficking within its own operations and supply chain. Given that the majority of our suppliers are based in Germany and other low-risk jurisdictions within the European Union and North America, the overall risk is considered low. Nevertheless, we recognise that certain areas may pose a heightened risk, particularly where:

- services are sourced from sectors with traditionally higher labour-related vulnerabilities (e.g., facility management, temporary employment services),
- subcontractors may operate in countries where labour standards are less strictly enforced,
- the use of third-party components in the software industry may involve complex supply chains.

As part of our risk assessment, we regularly review supplier locations, industry risk profiles, and any identified concerns related to human rights practices. Should a supplier or subcontractor be identified as presenting a heightened risk, additional due diligence measures—including enhanced supplier questionnaires or direct audits—may be initiated.

3. Due Diligence Process

To prevent modern slavery and human trafficking within our operations and supply chain, Beta Systems has established a range of due diligence practices designed to ensure fair, safe, and lawful working conditions. These include:

- **Employment contracts:** All employees are provided with written employment agreements that clearly define their rights and obligations, including salary, working hours, holiday entitlements, and notice periods.
- **Compliance with labour legislation:** Beta Systems strictly adheres to all relevant labour laws, such as national minimum wage requirements, health and safety regulations, working time rules, and statutory leave entitlements.
- **Employee representation:** A works council is in place to safeguard employee rights, negotiate favourable conditions, and monitor compliance with applicable labour standards.
- **Code of Conduct obligations:** All new employees must agree to the Beta Systems Code of Conduct, which outlines our expectations regarding ethical behaviour, respect for human rights, and zero tolerance for exploitative practices.
- **Freedom to terminate employment:** Employees are free to resign from their employment at any time, in accordance with contractual notice periods, ensuring voluntary and non-coerced labour relationships.
- **Internal Supplier Review:** We maintain an internal process for reviewing suppliers, assessing compliance with our standards, and identifying potential risks related to labour practices and human rights.
- **Partner compliance:** All partners and subcontractors are contractually required to conduct their operations in accordance with the current Beta Systems Code of Conduct, including the obligation to respect human rights and to impose equivalent standards on their subsidiaries and subcontractors.

4. Employee training

All our employees are periodically required to take part in trainings with respect to compliance obligations and occupational health and safety regulations to ensure awareness. We are able to track and report on which employees have completed these trainings using our HR system.

5. Whistleblowing policy

Beta Systems operates a whistleblower system that gives internal and external stakeholders, as well as all potentially affected parties worldwide, the opportunity to report possible violations of human rights and international agreements. All reports and justified suspicions of possible human rights violations are handled in a transparent and balanced process that ensures the confidentiality and anonymity of whistleblowers.

In the event of a justified suspicion or concrete indication of possible human rights violations in our company or along the upstream and downstream supply chain, Beta Systems will investigate this thoroughly. We require our business partners to support us fully in our investigations and to cooperate within a reasonable time frame.

Depending on the severity of the violation, Beta Systems reserves the right to take appropriate action, ranging from demanding immediate rectification of the human rights violation to legal action and termination of the business relationship.

Further information is available at <https://www.betasystems.com/legal/information-on-lksg>

6. Our commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30 September 2025. This statement has been authorised and approved by Beta Systems' board of directors.

It will be updated on an annual basis to reaffirm actions have been taken to ensure that slavery and human trafficking is not taking place within our operation or supply chain.

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Beta Systems Software AG

Gerald Schmedding
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