

Weierstadt, 30.05.2023

Modern Slavery and Human Trafficking Statement

At SprintRay Inc., we are committed to conduct our business in an ethical and responsible manner, and to ensuring that there is no modern slavery or human trafficking (based on Modern Slavery Act 2015) in any part of our business or supply chains. We recognize that we have a responsibility to identify and mitigate risks associated with these issues, and we are dedicated to continuous improvement in this area.

Our policies and procedures related to modern slavery and human trafficking include:

- A code of conduct that sets out our expectations for ethical behavior, including a prohibition on any form of modern slavery or human trafficking.
- Due diligence procedures for our supply chains, including assessments of the risks of modern slavery and human trafficking in our supply chains and contractual requirements for suppliers to comply with relevant laws and regulations.
- Employee training on modern slavery and human trafficking, including how to identify the signs of modern slavery and human trafficking and how to report any concerns.
- We engage with our suppliers and contractors to ensure they share our commitment to preventing modern slavery and human trafficking. We require our suppliers to sign our supplier code of conduct, which includes a commitment to human rights and ethical business practices.

We will continue to monitor and review our policies and procedures related to modern slavery and human trafficking and make improvements where necessary. We understand that this is an ongoing process, and we are committed to working towards a world where modern slavery and human trafficking no longer exist.

A handwritten signature in black ink, appearing to read "Patrick Thurm".

Patrick Thurm
Managing Director, SprintRay Europe GmbH

Effective: June 2023