

UK Modern Slavery and Human Trafficking Statement

This is the modern slavery and human trafficking statement of ista SE for the financial year ending 31 December 2024 pursuant to section 54 of the Modern Slavery Act 2015. This Statement sets out the steps ista SE has taken to address the risk of slavery and human trafficking taking place in any of its supply chains, and in any part of its own business. It has been approved by the ista SE Executive Board.

Our business, structure and supply chains

ista SE is one of the world's leading energy management service providers for greater energy efficiency in buildings – especially in apartment buildings and commercial properties. ista SE helps property managers, homeowners and tenants to meter, visualise, bill and manage individual energy and water consumption. Today ista SE is present in 20 countries in Europe and beyond. We currently work in direct procurement with more than 280 suppliers worldwide and in indirect procurement with more than 3,000 suppliers from all over Europe.

Our policies on slavery and human trafficking

We will not tolerate modern slavery or human trafficking in our supply chains or in any part of our business. Modern slavery can take various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them, very often for personal or commercial gain. Modern slavery is a gross violation of fundamental human rights. We are committed to ensure that there is transparency in our own business and to tackle any acts of modern slavery and human trafficking in our supply chains. We expect the same standards from our suppliers and contractors.

The minimum requirements we place on environmental and social standards are laid down in our Business Partner Code of Conduct, which is based on the OECD principles of responsible corporate governance, on the ILO core conventions, on the UK Modern Slavery Act and the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG).

Next to our Business Partner Code of Conduct, our business principles are laid down in the ista Code of Conduct and further information is also provided in our documents pursuant to the LkSG, which can be accessed on our website. We are committed to protect any whistleblower who provides a report in good faith.

ista is a signatory to the UN Global Compact, an initiative by which companies voluntarily commit themselves to ten principles of human rights, anti-corruption and to social and environmental standards. We are guided by the OECD Guidelines for Multinational Enterprises, the ILO core labour standards and the UN Guiding Principles for Business and Human Rights.

As part of our supplier audits, we pay particular attention to potential modern slavery or human trafficking violations. In case of identified compliance issues, we will confront our suppliers and expect corrective actions to be developed and implemented. We request re-assessments or renewed audits on regular basis **in order** to verify that corrective actions have been implemented. Repeated serious non-compliance leads to termination of the supplier relationship.



Hagen Lessing
CEO



Günther Meggeneder
Head of Corporate Compliance / Human Rights Officer