

NinjaOne's Voluntary Modern Slavery Statement for 2022

Criteria 1 and 2:

- **The Reporting Entities**
- **Their Structures, Operations, and Supply Chains**

This joint Modern Slavery Statement is voluntarily submitted in accordance with the Australian Modern Slavery Act by NinjaOne Australia Pty Ltd, and in accordance with the UK Modern Slavery Act by NinjaOne UK Ltd, and covers each entity's financial year ending December 31, 2022.

NinjaOne Australia Pty Ltd is a proprietary limited company organized under the laws of Australia. At the end of 2022, it had seventeen employees.

NinjaOne UK Ltd is a private company organized under the laws of the United Kingdom. At the end of 2022, it had seven employees.

Each entity is wholly owned by NinjaOne, LLC, a Delaware limited liability company. Neither entity owns nor controls any other entity.

Each entity's operations include the promotion and sale of licenses to NinjaOne, LLC's software and SaaS products to customers located in the APAC and EMEA regions, as applicable. Its supply chain primarily includes its employees; the owners and managers of the office building where the employees work; the manufacturers and distributors of the equipment and other materials that the employees use; the professional advisors who assist in the execution of the entity's legal, financial, human resources, administrative, and other similar responsibilities; and NinjaOne, LLC.

Criteria 3, 4, and 5:

- **The Risks of Modern Slavery Practices in the Reporting Entities' Operations and Supply Chains**
- **The Actions Taken to Assess and Address These Risks**
- **How the Effectiveness of These Actions is Assessed**

We have assessed the likelihood that, through our operations or supply chains, we cause, contribute, or are directly linked to modern slavery, and we have concluded that the likelihood is low. We reached this conclusion after (1) analyzing the nature of (a) the products promoted and sold by both entities, (b) the entities and individuals who make up both entities' suppliers, and (c) the equipment and other materials used within each entity's business; and (2) where applicable and appropriate, confirming or being sufficiently assured that the members of both entities' supply chains do not engage in business practices that have a demonstrable risk of causing or contributing to modern slavery.

Our conclusion is further supported by the additional measures we take that help prevent human trafficking and slavery within our organization. These include, but are not limited to, enforcing a professional code of conduct and other policies and practices that ensure fair treatment and pay,

safe and otherwise proper working conditions, and diversity within our workforce; understanding and complying with applicable labor laws and regulations; and ensuring our employees adhere to our anti-human trafficking and -slavery policy. In addition, our company values, which inform the standards to which we hold our employees and business partners, prohibit us from engaging with suppliers who we have reason to believe are committing, or are likely to commit, human trafficking or slavery violations.

In order to assess the effectiveness of these actions, both entities' employees are required to report (anonymously, if desired) any conduct that they believe violates our professional code of conduct, employee handbook, or anti-human trafficking and -slavery policy. To date, we have not received any such report. Further, we have not become otherwise aware of any other indication of any potential human trafficking and slavery within our business and supply chains. We will, of course, continue to monitor and assess this risk and improve upon the measures we take to ensure that this risk remains low.

**Criteria 6:
Process of Consultation**

The reporting entities, along with NinjaOne, LLC, consulted with each other regarding the purpose and requirements of the Australian Modern Slavery Act and the UK Modern Slavery Act and each of the criteria addressed herein. The consultation resulted in the joint drafting of this statement as well as a collaborative approach to assessing and reducing the risks of modern slavery in each reporting entity's operations and supply chains.

Approval

This statement has been approved by the Board of Directors of NinjaOne Australia Pty Ltd and the Board of Directors of NinjaOne UK Ltd.

Signed:

Christopher Matarese

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Director

NinjaOne Australia Pty Ltd

Christopher Matarese

Christopher Matarese

Director

NinjaOne UK Ltd