Lucid

LUCID SOFTWARE INC.
AUSTRALIAN MODERN SLAVERY ACT STATEMENT

Effective Date: 2024.03.03

Introduction

Lucid Software Inc. ("Lucid") ensures that employees are hired on their own free will. Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labor, bonded and child labor, and human trafficking. Lucid does not engage in and strictly forbids any form of modern slavery within our organization.

We believe in human rights, working willfully, fair working conditions, respecting the dignity of each employee and expect every employee to show respect for all Lucid personnel. Respectful, professional conduct furthers Lucid's mission, promotes productivity, minimizes disputes, enhances our reputation, and increases our ability to recruit and retain top talent.

We have a zero-tolerance policy for discrimination or harassment and are committed to providing a safe work environment for all. Lucid is committed to providing employees with a safe and healthy workplace in compliance with all applicable laws and regulations.

About Us

Lucid was founded in 2011 and is headquartered in South Jordan, Utah, United States of America. Lucid conducts business operations globally with offices located in Melbourne, Australia; Amsterdam, Netherlands; Raleigh, North Carolina; and South Jordan, Utah.

Lucid Software Inc. offers a leading Visual Collaboration Suite that helps teams see and build the future from idea to reality. With its products—Lucidchart, Lucidspark and Lucidscale—teams can align around a shared vision, clarify complexity, and collaborate visually, no matter where they're located. Top businesses use Lucid's products all around the world. Since Lucid's founding, it has received numerous awards for its products, business and workplace culture. For more information, visit lucid.co.

Supply Chains

Lucid's products are considered software as a service (SaaS). We do not sell physical products through a supply chain. Accordingly, the risk of modern slavery in our industry is low.

Lucid expects all of its vendors to comply with all applicable laws including, but not limited to, employment laws and anti-corruption laws. To the extent we become aware of a legal violation that impacts a vendor's ability to lawfully provide services, Lucid will terminate the relationship.

Lucid Culture and Policies

All Lucid employees are expected to acknowledge and adhere to Lucid's Code of Ethics and Conduct, Anti-Harassment Policy and Global Anti-Bribery and Anti-Corruption Policy. All policies are easily accessible by our employees. Employees are also encouraged to speak up and ask any questions or raise any concerns relating to Lucid's policies and culture. Lucid's Code of Ethics and Conduct specifically prohibits the use of modern slavery, forced or compulsory labor, and child labor. Lucid follows all relevant laws when employing anyone under the age of 18.

Lucid also provides an Employee Assistance Program to all Australian employees. The EAP program offers employees support for any personal or work issues.

Training

Lucid employs individuals directly by either Lucid Software Inc. or one of our wholly-owned subsidiaries, Lucidchart B.V. and Lucidchart Pty Ltd. All employees of our entities are annually required to complete trainings on anti-harassment and anti-discrimination, privacy and compliance, Lucid's Code of Ethics and Conduct (which includes Lucid's policy barring modern slavery within the organization and by any third party engaged with Lucid) , and Lucid's Global Anti-Bribery and Anti-Corruption Policy.

Further Actions

At Lucid, we pride ourselves on operating with integrity, making good choices, and doing the right thing in every aspect of our business. We will continually challenge ourselves to define what being a responsible company means to us and work to translate our definition into behavior and improvements.

To assess the effectiveness of our actions, Lucid will conduct yearly reviews of Lucid's practices against modern slavery. This will be done through reviewing the training content, and adjusting our trainings through feedback we have received and reflecting on Lucid's practices.

This statement was prepared on the basis of Lucid Software Inc. policies and is responsive to the requirements under the Modern Slavery Act. Lucid is a Delaware c-corporation subject to the Delaware General Corporation Law (DGCL). Lucidchart B.V. and Lucidchart Ltd. Pty. are wholly-owned subsidiaries of Lucid Software Inc. In accordance with Lucid's bylaws and the DGCL, this statement can be approved by Lucid's Chairman of the Board of Directors.

This statement was approved by the board of directors of Lucid Software Inc. on the 2nd of March 2023.

I have reviewed and approved this statement prepared in response to the Australian Modern Slavery Act.

DocuSigned by:

Dave Grow

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Dave Grow
Lucidchart Pty Ltd.
Director
Date: 5/28/2024