

MODERN SLAVERY STATEMENT

Introduction

This Modern Slavery Statement (“Statement”) was prepared in accordance with the requirements of both the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 (Cth) (together referred to as the “Acts”). The Acts create offences in respect of slavery, servitude, forced or compulsory labor, and human trafficking (“Modern Slavery”).

ON24, Inc. and its subsidiaries (“ON24,” “ON24 Group” or “we”) are committed to improving our practices to combat Modern Slavery and to ensuring that our business and supply chains are free from the same. This Statement highlights our activities to combat Modern Slavery in our organization and supply chain during the financial year ending on December 31, 2025.

In 2026, ON24 was acquired by a wholly owned subsidiary of Cvent, Inc. (“Cvent” and Cvent together with its affiliates, “Cvent Group”). Unless otherwise stated, this Statement addresses ON24’s business, operations, and supply chains as they existed during the 2025 financial year prior to the acquisition by Cvent, while also noting post-period ownership changes where relevant.

Reporting entity

The reporting entity for this statement is:

ON24, Inc.
301 Howard Street, Suite 1100
San Francisco, CA 94105

Organization’s structure

ON24 is a Delaware corporation headquartered in San Francisco, California in the United States of America. As of December 31, 2025, ON24 was the parent company of the ON24 Group and had over 390 employees worldwide.

Other entities of the ON24 Group include the following:

Entity Name	Location
ON24 Australia Pty. Ltd.	Australia
ON24 Japan GK	Japan
ON24 Pte Ltd	Singapore
ON24 Limited	United Kingdom
Vibbio AS	Norway

ON24 was acquired by Cvent and became part of the broader Cvent Group in 2026. This change of ownership does not alter the scope described in this Statement for the 2025 financial year, except where expressly noted.

Our business

ON24's operations include the provision of webinars, virtual events, content and related platform services to customers across multiple jurisdictions. Our customers vary in size, from small businesses to global Fortune 500 organizations. They also span numerous sectors, including software, asset management, healthcare, and manufacturing.

We do not "manufacture" our products and solutions, at least not in the traditional meaning of that word (i.e., with workers and machines in factories), nor do we directly engage third parties to perform any such manufacturing on our behalf.

Our supply chain and Modern Slavery risks

ON24 has active relationships with hundreds of suppliers globally, including in Europe and APAC, however the vast majority are based in the United States. As a software-as-a-service (SaaS) company, our largest vendors are software and service providers, which supply marketing, technology, and other professional services. We have limited exposure to high-risk industries such as manufacturing or construction. We use equipment that is sourced from highly respected and established companies who themselves have high standards with respect to preventing Modern Slavery.

We expect suppliers and other third parties to comply with all applicable laws and are committed to ensuring that our business and supply chains remain free of Modern Slavery. We do not operate directly in environments where there is a high risk of human rights violations or of forced or compulsory labor.

Given the nature and location of ON24's operations and supply chain, along with our globally applicable compliance policies described below, we consider the risk of Modern Slavery arising in our operations to be low.

Relevant policies and procedures

Description of the ON24-maintained policies and procedures that were in place during the reporting period and were intended to support lawful, ethical, and responsible business conduct are below.

Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics (“ON24 Code”) reflected our commitment to conducting business with honesty and integrity wherever we operate and required employees to act fairly and ethically in all that they do. If we were made aware of any policy violations or issues related to a violation of the ON24 Code, we immediately assessed and determined what further action is needed.

Human Rights Policy

Our Human Rights Policy explained our commitment to human rights and the steps taken to help realize this vision. If we identified adverse human rights impacts resulting from or caused by our business activities, we were committed to providing for, or assisting in providing for, equitable remediation. We also expected our partners, vendors and suppliers to honor these principles in their business operations.

Independent whistleblowing hotline

We had an independent system in place to encourage any reporting of concerns and the protection of whistleblowers. ON24 employees, partners and suppliers could access the anonymous and confidential reporting system online or by calling the toll-free numbers as listed in the ON24 Code. All reports were notified immediately to the heads of Finance, HR, and Legal (the “Compliance Team”), who ensured that reports are followed up and appropriate actions were taken. Our Audit Committee was provided with the details of reports made and reviewed how those reports were handled.

Vendor Code of Conduct

Our Vendor Code of Conduct (“Vendor Code”) set out details of the behaviors and principles we expected our suppliers and partners to follow including in respect of ethics and integrity, compliance with laws, anti-bribery and corruption, hospitality and gifts, health and safety, environmental matters, and human rights and slavery. If we were made aware of any policy violations or issues related to Modern Slavery, we immediately assessed and determined what further action was needed.

Anti-Bribery & Anti-Corruption Policy

We had an Anti-Bribery & Anti-Corruption Policy (“ABAC Policy”) that stated third-party representatives of ON24 were responsible for the prevention, detection, and reporting of bribery in any part of our business or supply chain. The ABAC Policy required adherence to high ethical standards and compliance with applicable laws, and it expressly prohibited the use of third parties to effect bribery and corruption violations.

Due diligence processes for Modern Slavery

In 2025, ON24 continued to apply due diligence and risk management measures designed to reduce the risk of Modern Slavery in its operations and supply chain. These measures included, where applicable, evaluating new suppliers, including restricted party screenings for prospective suppliers.

Recruitment practice

All prospective employees and contractors undergo a background check and screening process. Our human resources processes ensure that those recruited have appropriate authorizations to work. Our employees and contractors consist primarily of office-based professionals who are generally not at high risk of being subject to Modern Slavery.

Training

We are committed to conducting all business transactions in an ethical and transparent manner. Employees and contractors receive periodic training on a range of topics, including the ON24 Code, anti-corruption, and harassment prevention. In addition, on an annual basis, they are required to confirm their agreement to adhere to our Code. The Procurement Team receives periodic training on how to identify issues that are specific to labor and human rights.

Remediation

Any reports received by the independent whistleblower system will be investigated. If the concern is substantiated, appropriate remediation will be taken.

Next steps

During 2026, ON24 expects to continue reviewing its anti-slavery and human rights compliance framework as part of the broader Cvent Group. This includes assessing opportunities to align governance, policies, supplier diligence and reporting processes, where appropriate, with broader group practices, while maintaining compliance with the Acts for the relevant reporting period. Below are our long-term focus areas against which we plan to measure the effectiveness of our efforts:

- Continuing to review and, if necessary, update our policies and procedures to maintain appropriate safeguards against modern slavery;
- Continuing to develop internal training and awareness on modern slavery and human rights;
- Continuing to keep our contractual terms under review to ensure compliance with applicable modern slavery laws and a right to audit them where relevant and appropriate; and
- Aggressively acting to remediate forced labour, child labour, modern slavery or human trafficking upon any instance of detecting it in our supply chain, including through cooperation with law enforcement.

Consultation process

In preparing this Statement, ON24 considered the operations of the entities within the ON24 Group during the 2025 financial year. We have acted in consultation with the entities within the ON24 Group in preparing this Statement.

ON24 and Cvent will continue to assess the appropriate reporting approach for future periods in light of ON24's acquisition by Cvent.

Conclusion

This Statement was approved by the Board of Directors of ON24, Inc. on June 29, 2026.

A handwritten signature in black ink, reading "Katherine Wagner". The signature is written in a cursive style with a large, stylized "K" and "W".

Katherine Wagner
Chief Financial Officer