Modern Slavery Act Statement
Fiscal year ended December 31, 2021

Jamf Holding Corp., the standard in Apple Enterprise Management, extends the legendary Apple experience people love to businesses, schools and government organizations through its software and the largest online community of IT admins focused exclusively on Apple in the world, Jamf Nation. Headquartered in Minneapolis, Minnesota, Jamf has offices across the world including Amsterdam, Austin, Brno, Cupertino, Eau Claire, Emmen, Hong Kong, Katowice, London, New York, San Francisco, Sydney, Stockholm, Taipei and Tokyo. Jamf operates largely in these jurisdictions but also conducts business in a wider number of countries around the world.

Jamf is listed as a public company on the NASDAQ stock exchange and continues working towards becoming an industry leader in our compliance efforts.

## Policies and Controls

Jamf has a zero-tolerance policy around modern slavery and is committed to acting ethically and with integrity in all our business dealings and relationships. Jamf has implemented and enforces effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our distribution channels. The Board of Directors and senior leadership are accountable for the governance and oversight of modern slavery risks. Jamf's Risk & Compliance team is responsible for day-to-day activities and due diligence.

## Risk Assessment & Due Diligence

Jamf regularly assesses the risks in relation to modern slavery and human trafficking within our business and supply chain. We consider these risks to be low, particularly because of the sector (SaaS mobile device management) in which we operate, the limited nature of our supply chains, and the values and policies that guide the actions of our directors, officers, employees and contractors. Jamf's labor force is primarily made up of full-time employees and temporary contingent workers. All employees undergo background checks and training. We source goods and services from reputable suppliers and the nature of the goods and services we do procure typically do not demand the types of labor at risk for slavery and human trafficking. Jamf management weighs and understands the risks associated with international expansion. In 2021, travel and entertainment expenses remained low due to the COVID-19 global pandemic, thus reducing the risk of modern slavery even further.

Jamf conducts the following actions to help prevent forced labor, modern slavery, and human trafficking:

1. Partner Code of Conduct: This code sets forth the principles and ethical standards we expect our business partners to comply with throughout the course of our business relationship. Business partners include vendors, integrators, resellers, contractors, consultants and agents.

2. Code of Ethics: This code promotes honest and ethical business practices and compliance with applicable laws and regulations. All directors, officers and employees are required to be familiar with the Code, comply with its provisions and report any suspected violations.

3. Vendor Agreements:
   - All vendors are subject to legal terms and conditions with Jamf.
   - Assessments of potential vendors are conducted as part of our vendor onboarding process.
   - Vendors deemed highest risk are audited or reviewed on a periodic basis for Modern Slavery and SOC 2 compliance.
   - Vendors are screened against relevant sanction and denied parties lists which includes human trafficking violations. Jamf does not enter into contracts with organizations sanctioned by the US Government.

4. Training:
   - Jamf conducts Code of Conduct and HR training for all employees and certified annually. Those who do not comply with requirements are subject to our Disciplinary Policy.
   - Jamf provides Modern Slavery Employee Awareness Training to all employees on an annual basis. In 2021, 100% of Jamf employees completed this training.
   - Temporary workers are required to acknowledge Jamf's Code of Conduct and complete Modern Slavery Awareness Training, which prohibits modern slavery of any kind and encourages reporting of any known violations.
   - We expect our vendors to communicate the principles in the Partner Code to their employees and third-party partners through training, policy and other messaging.
   - Jamf encourages employees to anonymously report suspicious activity via our Whistleblower Hotline. Management takes all reports seriously and performs investigations immediately to determine necessary actions.

5. Due Diligence:

- Finance, Legal, Information Security, Compliance and HR teams perform detailed reviews before entering into vendor agreements. Jamf evaluates vendor Modern Slavery compliance as part of vendor due diligence.

- Jamf's Risk & Compliance team performs an analysis of existing high-risk vendor compliance with Jamf's Modern Slavery Policy annually.
- Jamf's Risk & Compliance team completes a review of internal policies and procedures to ensure alignment with this statement annually.

**Assessment of Effectiveness**

Jamf continues to monitor and develop formal processes to conduct more thorough investigations in relation to the subject matter of this statement. Since publishing its first statement, Jamf has not received any reports, suspected violations, or additional high risks of Modern Slavery.

Should Jamf become aware of any policy violations or issues related to slavery or human trafficking, we will consult with our HR and Legal Departments to ensure that appropriate measures are taken, which may include reporting this information to authorities and terminating our relationship with the supplier.

This statement is published in compliance with the United Kingdom Modern Slavery Act of 2015 and Australia Modern Slavery Act of 2018. The Board of Directors and management of Jamf are fully committed to sustaining a work environment and supply chain free of human trafficking and modern slavery of any kind.

This statement is applicable to all Jamf legal entities and was approved for the financial year ending December 31, 2021 by the Board of Directors on August 3, 2022. It will be reviewed and approved on an annual basis by the senior leadership and the Board of Directors.

Dean Hager
CEO