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Dotmatics

HUMAN RIGHTS AND MODERN SLAVERY TRANSPARENCY STATEMENT 2023

This statement constitutes our human rights and modern slavery transparency statement for the financial year ending 31 December 2023 and is made pursuant to Section 54 of the UK Modern Slavery Act 2015 (the "Act").

GraphPad Software, LLC d.b.a. “Dotmatics” as a parent company issues this statement on behalf of itself and each of its subsidiaries that are subject to the Act. For the purposes of this statement, GraphPad Software, LLC, and each of its subsidiaries subject to the Act are collectively referred to as "Dotmatics".

Organization Structure and Business

For over 20 years, Dotmatics portfolio of software solutions have been a leader in R&D scientific software connecting science, data, and decision-making. Dotmatics has its principle office in Boston, Massachusetts, United States of America. Dotmatics manages its global operations as a remote-first business with offices in Bishop’s Stortford, England; Tokyo, Japan; San Diego, California, United States; Cork, Ireland; Auckland, New Zealand; and Gyeonggi-go, South Korea.

Dotmatics’ software solutions are used by scientists in labs to drive efficiencies and accelerate innovation in genomics, assay development, flow cytometry, sequence analysis, cloning, computational fluid dynamics, protein characterization, materials development, formulations, and more. All the products in our portfolio are designed to enable scientists to connect science and data, ultimately accelerating AI-decision making in multimodal research and development. Through connecting best-in-breed applications on an open and flexible data-driven platform, we enable collaboration, automation and analysis in research labs. By helping scientists accurately turn data into insights and make better decisions, faster, we accelerate scientific innovation in order to make the world a healthier, cleaner and safer place to live.

Our Code of Conduct and Ethics

The Dotmatics Employee Handbook establishes standards for ethical conduct in the workplace while reflecting the company’s values of integrity, respect, innovation and flexibility. Dotmatics aims to conduct its business honestly and ethically wherever operations are maintained. Compliance with our Employee Handbook is the responsibility of all employees and a condition of continued employment. Violation of the code of conduct can result in discipline, up to and including termination of employment. As part of their continued employment, all employees must certify that they have reviewed and understand the code of conduct on an annual basis.

It is important to Dotmatics that we operate ethically and transparently, avoiding conflicts of interest, competing fairly and legally, and complying with the rules and regulations of the regions where we do business. We strive to improve the quality of our services, products, and

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operations and will maintain a reputation for honesty, fairness, respect, responsibility, integrity, trust, and sound business judgment.

All personnel must promptly report possible misconduct, including illegal activities, unethical business practices, violation of the code of conduct or our other policies. We encourage anyone with questions or concerns about misconduct to follow our whistleblower policy and speak with their supervisor, Human Resources business partner, the Chief Legal Officer, or anonymously via our whistleblower hotline.

We do not tolerate acts or threats of physical violence, fighting, "horseplay", including bullying, intimidation, harassment, coercion, or any threats or perceived threats that are protected by state and federal laws towards others on Dotmatics property, or legitimate interests or occurs on Dotmatics or customers property, or at Dotmatics-sanctioned location events, or company activity locations, will not be tolerated.

Training

To help support and promote our company values and commitments, all Dotmatics personnel globally must complete annual training on essential topics such as respect in the workplace, anti-harassment, violence prevention, data protection and information security.

Supply Chains and Responsible Sourcing

Dotmatics' suppliers operate in various global jurisdictions and provide professional services, software solutions, or computer hardware. For professional services, we work with a limited number of trusted partners with which we maintain close, long-term relationships. Dotmatics intends to continue to work with our suppliers and other stakeholders to identify areas of risks associated with slavery and human trafficking and to mitigate such risks. We will not tolerate any types of human rights abuses, and our priority is to behave ethically and with integrity in all business transactions and relationships. We request that our suppliers and other business partners conduct business according to the same ethical standards as Dotmatics.

Effectiveness in Combatting Slavery and Human Trafficking

Our assessment of our own operations and workforce indicate that they are at low risk of modern slavery. Software development is a low-risk sector for modern slavery, because of the technical/professional nature of our workforce. Further, 99% of our workforce is employed on a full-time basis. Dotmatics does not have any seasonal or migrant workers.

Dotmatics is committed to fostering responsible labor practices through engaging voluntary labor, thoughtful innovation and promoting company values of equity, respect and integrity. At the time of hiring, we verify our personnel to help identify if any individual is subject to forced or involuntary labor (e.g. forced, indentured, bonded or involuntary prison labor). Our anti-violence, workplace respect and manager trainings raise awareness about avoiding and reporting any form of human trafficking (e.g. transporting, harboring, or recruiting any individual under threat, coercion, fraud or force with the intent of exploitation).

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Working with suppliers and partners that match our values is important to Dotmatics, and to reduce the possibility of forced labor, slavery or human trafficking in its supply chains, Dotmatics requires new suppliers and partners to be bound by obligations to comply with all applicable laws.

To track our effectiveness, maintain high standards of conduct, and improve our own operational and supplier performance we:

- require our suppliers to contractually agree to compliance with all applicable laws;
- review our policies supporting human rights (including our anti-harassment, anti-violence, anti-discrimination, and other Diversity, Equity and Inclusion policies) to drive alignment with global regulations and best practices;
- protect whistleblowers pursuant to Dotmatics' whistleblowing policy and procedure;
- monitor, investigate, and where possible, rectify any complaints received and substantiated which negatively affect human rights within our operations or supply chain;
- track the completion rates and effectiveness of employee trainings;
- evaluate processes to determine whether it would be appropriate to adopt further policies or procedures or join related third-party organizations.

Dotmatics is committed to respecting human rights and will continue to review its policies and practices to prevent, to the fullest extent practicable, child labor, modern slavery, human trafficking and exploitation by our company and supply chain.

This statement has been signed on behalf of Dotmatics by:



Thomas Swalla
Chief Executive Officer