



Univers Modern Slavery Statement

This statement sets out the steps that Univers and our owned or controlled subsidiaries have taken in relation to our responsibilities under the UK Modern Slavery Act 2015 to mitigate the risk of modern slavery in our operations and supply chain in the financial year ending 31 December 2024.

References to “Univers Persons” shall mean all members of Univers, such as employees (full and part-time), contract workers, consultants, officers and directors of Univers.

Introduction

At Univers, we have a zero-tolerance approach to modern slavery in any form, including forced labour, child labour, bonded labour, human trafficking and all other exploitative practices. All organisations, regardless of location, are at risk of being involved in the crime of modern slavery, as it can occur at any point in the supply chain and through its own operations.

We are a signatory to the United Nations Global Compact and adhere to its Ten Principles in the areas of human rights, labour, environment and anti-corruption.

Our Business and Supply Chain

As the global leader in AI for energy, Univers provides digital solutions, through its proprietary Energy AI Operating System, EnOS™ platform that support the decarbonisation of energy systems. Its offerings include energy performance management, renewable energy optimisation, and EV charging control. It operates more than 20 offices across 11 countries in Singapore (our headquarters), China, France, Germany, India, Japan, Malaysia, Norway, The Netherlands, The United Kingdom, and The United States.

Our business in all locations is office-based, supported by a network of suppliers providing goods and services, such as cloud services, software applications, computer systems, professional services, outsourced manpower and other outsourced operations. We have established and will continue to uphold a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors.

Policies

Univers has adopted various policies to assess and address the risks of modern slavery. They can be referred to on our Policies Overview page and include:

- **Code of Conduct** — commits all Univers Persons to the highest standards of integrity, sets out our commitment to respecting the human rights and dignity of every person we deal with during our business.

- **Supplier Code of Conduct** — explicitly prohibits all forms of modern slavery and requires all suppliers to sign and acknowledge their compliance with applicable labour laws and international human rights standards.
- **Third-Party Due Diligence Policy** — ensures that we identify and assess modern slavery risks both at the point of onboarding and throughout the duration of our engagement with third parties.

Due Diligence Processes

We screen all new suppliers for environmental and social considerations including their reputation, respect for the law, compliance with environmental, health and safety standards and commitment to the principles of the United Nations Global Compact. In addition to due diligence during onboarding, we conduct ongoing due diligence reviews of existing third-party service providers. Higher-risk third parties undergo enhanced due diligence and may be required to provide further documentation or corrective action plans.

Risk Assessment

We conduct annual risk assessments of our supply chain by assessing the geography, industry sector and nature of goods or service provided. This assessment determines our response and risk controls that we implement, allowing us to adopt a proactive, risk-based approach to managing modern slavery risks in our operations and supply chain.

We have assessed the inherent risks for human rights violations in our operations and value change to be low due to the nature of our business in the technology sector. While outsourced workers make up more than half of our total workforce, we generally employ skilled professionals who have minimal exposure to modern slavery practices and further take proactive steps to manage this risk by engaging only reputable agencies that comply with relevant employment laws and regulations.

Training and Awareness

We communicate our Code and related policies to all Univers Persons and make our Code and policies readily available. Univers also provides the relevant training materials on these policies and training modules on human rights and modern slavery through our third-party training platforms.

Whistleblowing

The Group encourages all of its employees, third parties or counterparties (e.g. customers and other business partners) to report any concerns related to the direct activities or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.

Univers has a whistleblower channel to allow for third parties, such as clients, suppliers, employees and contractors, to report any cases of wrongdoing.

The whistleblowing channel is designed to make it easy for any individual to make disclosures without fear of retaliation. Employees who have concerns can use our confidential approach

through the SpeakUp platform. This independent reporting approach is widely announced to global employees and suppliers and monitored by Univers global compliance department.

Alternatively, disclosures can be reported by employees notifying their line manager or a senior member in HR, who will conduct or arrange for a senior individual to conduct an anonymous investigation.

Across all disclosure routes, no calls or direct disclosures were made in 2024 in relation to modern slavery and human trafficking.

Assessing Effectiveness of our Actions

We regularly review our policies, procedures and systems to ensure their robustness and compliance with regulatory requirements, as well as uphold and respect international human and labour rights standards and principles set out in the UN Universal Declaration of Human Rights and the International Labour Organisation.

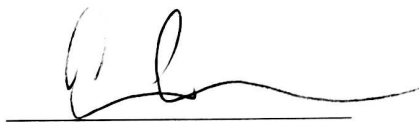
We have also assessed our business activities in relation to the EU Taxonomy, where they meet the minimum social safeguards, namely the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. Key indicators such as percentage of suppliers screened, reports or incidents raised related to labour violations and training completion rates are tracked to assess the effectiveness of our approach.

Looking Forward

As we grow as a business, the importance, number and scale of relationships in our supply chains grow too. We continue to take steps to assess areas where modern slavery could be a possibility and look at the best and most effective mechanisms to manage these risks.

Signature

In accordance with the UK Modern Slavery Act 2015 and the guidance thereunder, this Statement covers the period 1 January 2024 to 31 December 2024. It has been approved by the Board of Directors on 29 April 2025 and will be reviewed and updated annually.

A handwritten signature in black ink, appearing to be 'Erica Newland', written over a horizontal line.

Authorized by: Erica Newland

Title: Director, Univers Pte. Ltd.

Date: 29 April 2025