



## **XR Modern Slavery Statement**

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Date: August 29, 2025 (correction to previous version, dated June 26, 2025)

Approved by: Eric Rubenstein (Chief Legal Officer)

The Management Board of XR Global (UK) Limited

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### **Introduction**

The global XR organization is committed to preventing modern slavery and human trafficking in all aspects of its business. We recognize our responsibility to be alert to the risks, however small, in our organization and supply chain. All XR employees are expected to report concerns, and management is expected to act upon them.

### **Our Business**

XR is a global technology company that powers the creative economy. XR moves creativity forward by uniting data at scale across content, media, and productions to maximize business value through intelligence. Our platform empowers thousands of brands, agencies, publishers, and studios to create, distribute, and optimize advertising and productions that reach and engage audiences on any screen, anywhere in the world. More than a billion brand assets and over \$100B in media and production spend are powered by XR's enterprise platform. XR operates in 140 countries and has offices across North America, Europe, Asia, and Australia.

### **Our Policies on Slavery and Human Trafficking**

XR ensures that slavery and human trafficking are not taking place within our organization and that we comply with all applicable laws, including laws concerning anti-slavery, fair wages, working hours, and safety conditions.

XR's commitments with respect to human rights are included in our global Code of Conduct. This Code of Conduct prohibits any form of slavery, child labor, and human trafficking. XR requires all its employees to adhere to and annually certify the Code of Conduct. The Code of Conduct includes a reporting mechanism in case of suspected violations of the Code of Conduct. We protect whistleblowers who report any suspected breach of the Code of Conduct, including reporting of risks of slavery or human trafficking. Furthermore, XR has a Corporate Social Responsibility Policy, which describes our key values and reaffirms our commitment to anti-slavery.

Other steps we take to combat slavery and human trafficking within our organization include:

- Background checks, right-to-work verification, and payroll auditing
- Regular review of our internal HR policies, Code of Conduct, and working practices, to reaffirm our commitments and stay up to date with current practices, laws, and regulations



## Supplier Adherence to Our Values

All our suppliers are required to affirm and adhere to the XR Supplier Code of Conduct. Pursuant to this Supplier Code of Conduct, suppliers commit to comply with applicable modern slavery laws, including but not limited to the UK Modern Slavery Act and/or equivalent legislation in relevant jurisdictions. Suppliers must ensure that slavery, forced labor, human trafficking, and child labor are not present in their operations, and must conduct due diligence to assess and mitigate any risks of modern slavery and human trafficking within their respective supply chains.

As part of our initiative to identify and mitigate risk within our supply chain, XR:

- Conducts a vendor onboarding process, during which each supplier is screened by our compliance and security teams
- Maintains open communication and relationships with our suppliers to convey our expectations and ensure their understanding of and compliance with our expectations
- Performs regular reviews of our procurement policies

## Key Performance Indicators

- Tracking reports: Monitor and report the number of concerns or potential violations of modern slavery policies received and investigated annually
- Supplier onboarding compliance: Ensure that new suppliers are onboarded correctly and confirm their compliance to the Supplier Code of Conduct

## Points of Contact

In case of questions regarding this Modern Slavery Statement and XR's efforts to combat slavery and human trafficking, please reach out to: [legal@extremereach.com](mailto:legal@extremereach.com)

## Statutory Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 2024. We commit to transparent reporting on our anti-slavery efforts and progress, in accordance with or exceeding the requirements of the Modern Slavery Act.

## Approval

This statement has been approved by the Board of Directors of XR Global (UK) Limited and is signed by:

Daniel Mark, Director

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8/29/2025