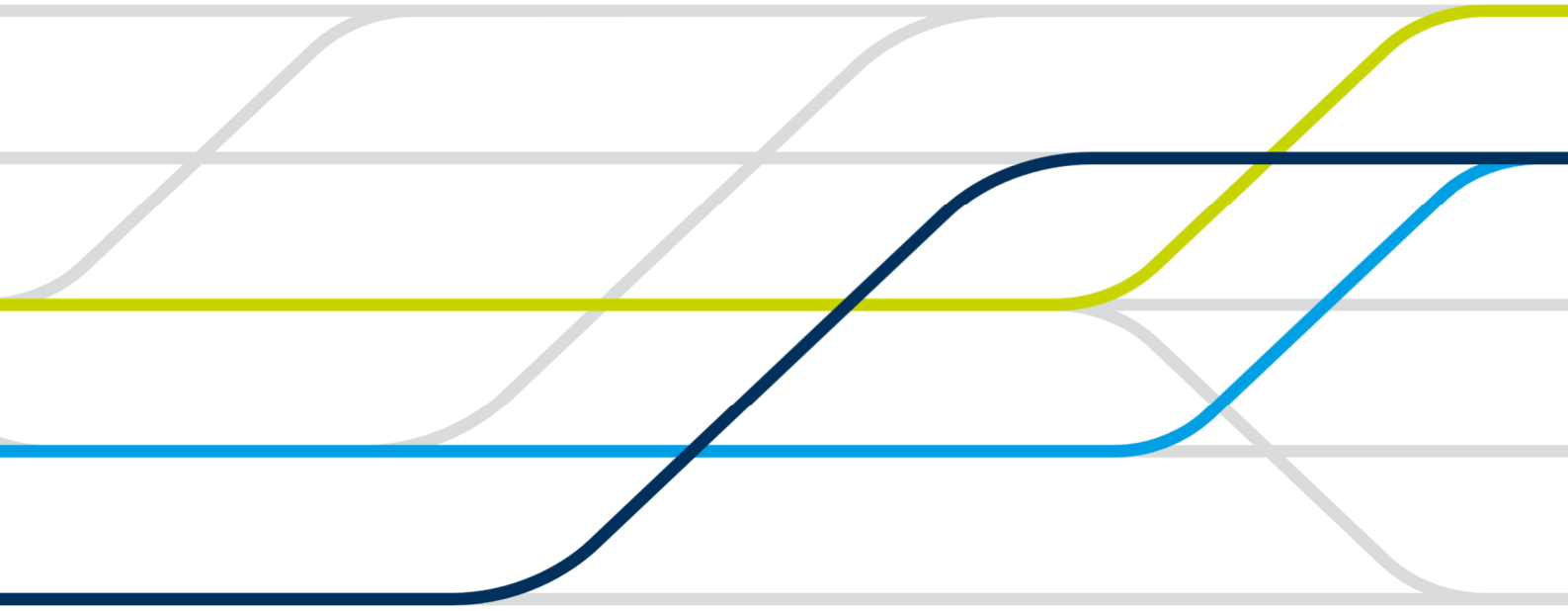
IVU TRAFFIC TECHNOLOGIES

Modern Slavery and Human Rights Statement

Made pursuant to Section 54(1) of the
UK Modern Slavery Act 2015



Introduction

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and constitutes the declaration of IVU Traffic Technologies AG on modern slavery and human trafficking for the financial year 2025. It applies to IVU Traffic Technologies AG and all its subsidiaries, including IVU Traffic Technologies UK Ltd. References in this statement to “IVU”, “we”, “us” or “our” refer to IVU Traffic Technologies AG and all subsidiaries covered by this statement.

IVU is committed to respecting human rights and rejects all forms of slavery, forced labour, human trafficking and exploitative child labour. We place great value on the fair and respectful treatment of our employees, suppliers and business partners alike.

This statement has been approved by the Executive Board of IVU Traffic Technologies AG.

Organisational Structure, Business Model and Supply Chains

Organisational Structure and Business Model

IVU Traffic Technologies AG is a publicly listed German stock corporation (Aktiengesellschaft) headquartered in Berlin. The company develops and distributes software products and IT services for transport operators worldwide. In particular, our services include the development, implementation and integration of IT systems, as well as consulting, training, support, hosting, and operations. This statement is made on behalf of all Group companies. The only Group company directly subject to the UK Modern Slavery Act 2015 is IVU Traffic Technologies UK Ltd., Birmingham.

IVU predominantly provides its services with its own permanently employed staff under secure employment conditions. Software development is carried out primarily in-house, supplemented by a small number of external developers based in Europe. Given this structure, we can rule out the risk of modern slavery, forced labour and child labour in our own operations, and we assess the risk within our direct supply chain as very low.

Supply Chains

Our supply chains include the following goods and services in particular:

- IT hardware, including servers, on-board computers, components for passenger information systems and other peripheral devices;
- software licences and cloud services;
- external IT and consulting services;
- infrastructure and data centre services;
- marketing services and event organisation;
- office equipment and consumables.

Our direct contract partners for IT hardware are predominantly based in Europe. Accordingly, we assess the risk of modern slavery within these direct business relationships as comparatively low.

Policies and Principles

Code of Conduct

The Code of Conduct provides a binding framework for the conduct of all IVU employees and applies to all branches and subsidiaries worldwide. It requires our employees to respect internationally recognised human rights and expressly prohibits all forms of child labour, forced labour, modern slavery and human trafficking. The Code of Conduct is publicly available.

The principles set out in the Code of Conduct also form the foundation of our relationships with business partners and suppliers. We expect business partners and suppliers to be familiar with the values set out in the Code of Conduct and to apply them in practice.

Whistleblowing System

Our external whistleblowing system is available around the clock to all employees, as well as to external parties such as suppliers, customers and other third parties in our business environment. Reports can be submitted securely and anonymously. Whistleblowers are protected from retaliation. The system can also be used to report human rights violations, including cases of modern slavery, human trafficking, child labour or forced labour.

Compliance and Risk Management

The Code of Conduct and the whistleblowing system are embedded in IVU's compliance management system. This compliance management system comprises measures and processes that support compliance with legal and internal requirements. The compliance team monitors the relevant regulations. In addition, IVU uses a risk management system to identify and manage relevant risks.

General Terms of Purchase

IVU's General Terms of Purchase provide the contractual framework for the procurement of goods and services. They require contractors to comply with applicable statutory provisions as well as relevant safety and environmental protection requirements. In addition, we require appropriate certificates, test reports and other evidence from our contractors.

Working Conditions and Corporate Culture

IVU is committed to fair, safe and respectful working conditions. These include legally compliant employment contracts, fair remuneration, flexible working hours, opportunities for mobile work, and measures to promote health and professional development. Discrimination and bullying are not tolerated. Employees in Germany are represented by a works council, while the interests of employees across the Group are represented by employee representatives on the Supervisory Board.

IVU does not tolerate child labour or any form of forced or compulsory labour. All employment is voluntary and governed by applicable statutory and labour law. We meet all applicable minimum labour standards and, in many areas, go beyond them.

Risk Assessment and Due Diligence

IVU takes a risk-based approach to assessing the risks of modern slavery and human trafficking, drawing on international risk indicators such as the Corruption Perceptions Index (CPI), the Global Slavery Index (GSI), and the Children's Rights in the Workplace Index.

Training and Awareness

IVU keeps its employees informed about the legal, internal and ethical requirements relevant to their roles. Human rights and responsible business conduct are conveyed primarily through the Code of Conduct and internal compliance communications, which are delivered via email, newsletters, the company website, and internal meetings. New employees receive training on the Code of Conduct as part of their onboarding.

Effectiveness and Further Development

IVU reviews the effectiveness of its measures within its existing compliance and risk management processes. This review takes into account relevant reports, findings from procurement processes, and identified changes or emerging risks.

In the financial year 2025, IVU did not become aware of any cases of modern slavery, human trafficking, forced labour or child labour in its own operations or in its direct supply chain.

Berlin, 29th October 2026



For the Executive Board
Martin Müller-Elschner