



Modern Slavery Statement 2025

(Prepared in accordance with the Australian Modern Slavery Act 2018 and the UK Modern Slavery Act 2015)

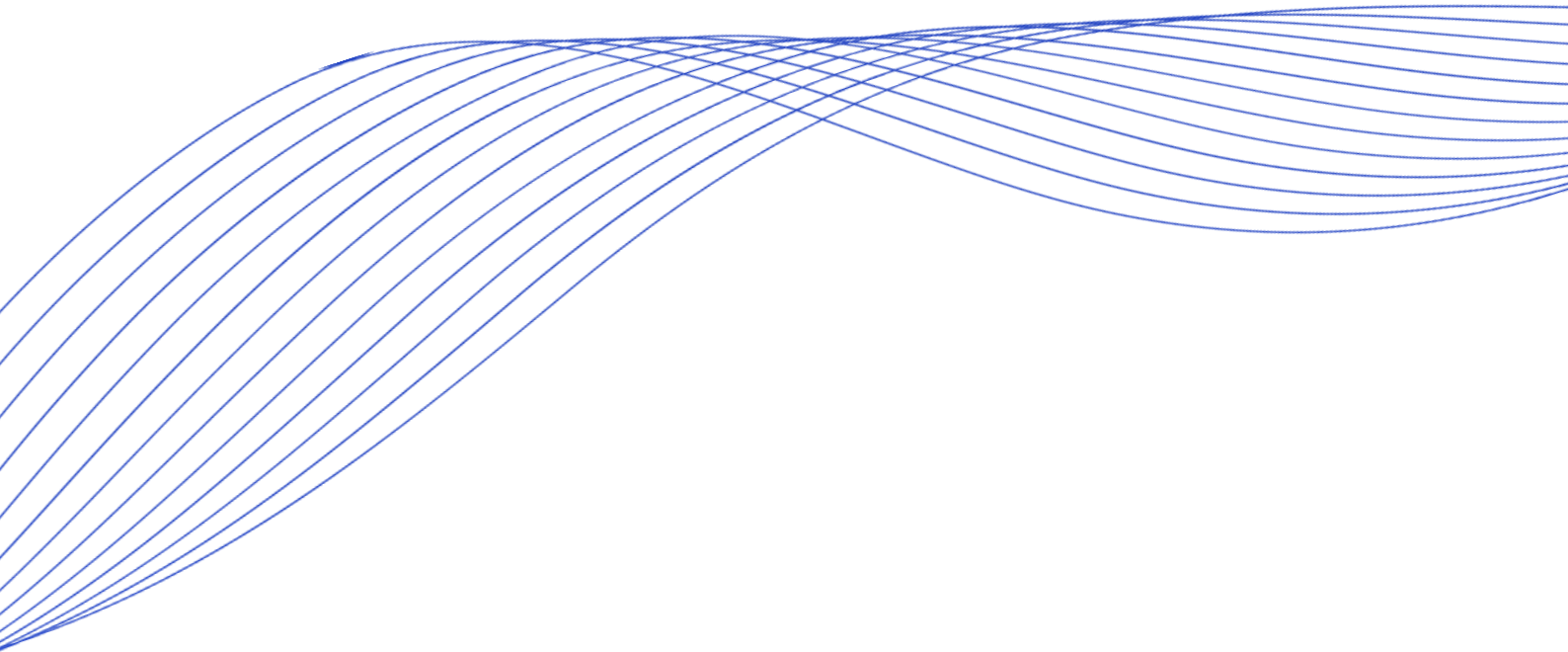




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1. Introduction

Energy Exemplar is committed to conducting business ethically and responsibly and to preventing modern slavery, forced labour, human trafficking, servitude, debt bondage, and child labour within our operations and supply chains.

This Modern Slavery Statement outlines the actions taken during the reporting period from 1 January 2025 to 31 December 2025 to identify, assess, mitigate and manage modern slavery risks across our business.

This Statement has been prepared to meet the requirements of the Australian Modern Slavery Act 2018 and the UK Modern Slavery Act 2015 and covers Energy Exemplar and the entities included within the reporting boundary described below.

2. Reporting Entities

This Statement applies to Energy Exemplar and its controlled entities, including operations in Australia and the United Kingdom.

The entities covered by this Statement are:

- Adelaide BidCo Pty Ltd
- Energy Exemplar (Europe) Ltd

Adelaide BidCo Pty Ltd (herein “Group”) consists of Adelaide BidCo Pty Ltd, Simulation Software Holding Company Pty Ltd, Adelaide Finco Pty Ltd, Simulation Software Investment Company Pty Ltd and Energy Exemplar Pty Ltd, combined referred to “Group”.

These entities are referred to collectively as “Energy Exemplar”, “we”, “us” or “our” in this Statement.

3. Our Structure, Operations and Supply Chains

Energy Exemplar is a global software-as-a-service (SaaS) and energy market analytics company providing modelling, simulation, forecasting solutions to energy market participants, utilities, system operators, governments and consultants.

Our principal activities include:

- Development and licensing of software solutions
- SaaS platform delivery and support
- Energy market analytics and advisory services
- Customer implementation and training services
- Research and development activities

Our workforce primarily consists of professional employees, energy analyst, software developers, engineers, consultants, data scientists, sales professionals and corporate support personnel etc.

Our supply chain includes:



- Cloud hosting and infrastructure providers
- Software and technology vendors
- Professional and consulting services
- Office facilities and workplace services
- Information technology equipment suppliers
- Corporate travel and event providers

4. Identifying and Assessing Modern Slavery Risks

Modern slavery includes practices such as forced labour, human trafficking, debt bondage, servitude, and child labour. Energy Exemplar is committed to respecting human rights and preventing modern slavery within its operations and supply chains. This commitment is supported by our Code of Conduct Policy, Global Human Rights and Modern Anti-Slavery Policy, and Anti-Discrimination and Harassment Policy.

Given the nature of our business, we consider our direct operational exposure to modern slavery risk to be relatively low. As a SaaS company, we do not have an extensive range of local or international suppliers where modern slavery or human trafficking would generally be a material risk and none of our suppliers are disproportionately key to our businesses' success. However, we recognise that risks may exist within certain areas of our supply chain.

During the reporting period, Energy Exemplar assessed modern slavery risks across its operations and supplier base through its supplier due diligence and procurement processes, considering factors such as supplier type, geographic location, labour intensity, and use of subcontractors.

Key areas of potential risk identified include:

- Facilities management and cleaning services
- Hardware and technology equipment supply chains
- Corporate merchandise and promotional products
- Certain outsourced business services
- Suppliers operating in higher-risk jurisdictions

No known incidents of modern slavery were identified within Energy Exemplar's direct operations during the reporting period. We will continue to strengthen our risk assessment and due diligence processes to identify and mitigate potential modern slavery risks across our business and supply chains.

5. Addressing Modern Slavery

During this first reporting period, Energy Exemplar focused on establishing a baseline approach to identifying, assessing and addressing modern slavery risks across its operations and supply chains:

Policies

Energy Exemplar has adopted and maintained policies that support ethical business conduct, lawful employment practices and respect for human rights, including:

- Code of Conduct Policy
- Global Human Rights and Modern Anti-Slavery Policy
- Antidiscrimination and Harassment Policy



- Global People, Culture & Community Policy

Governance

- Maintained oversight of modern slavery risks through corporate governance processes.
- Assigned responsibility for modern slavery compliance to designated management personnel.

Supplier Due Diligence

Energy Exemplar:

- Incorporated ethical business expectations into supplier engagement processes where appropriate.

Workforce Management

Energy Exemplar:

- Applied recruitment practices designed to support fair and lawful employment.
- Conducted employment verification processes.
- Maintained channels through which employees may raise concerns confidentially.

Training and Awareness

Energy Exemplar promoted awareness of ethical business practices and modern slavery risks among relevant personnel involved in procurement, supplier management and people management activities.

6. Assessing Effectiveness

Energy Exemplar currently assesses the effectiveness of its modern slavery risk management approach through qualitative review of supplier due diligence activities, implementation of relevant policies, employee awareness initiatives, and the use of reporting mechanisms, including whistleblower channels.

No known incidents of modern slavery were identified during the reporting period. As this is Energy Exemplar's first Modern Slavery Statement, we intend to further mature our approach by developing more structured metrics and performance indicators, including supplier screening, training completion, contract coverage and issue-resolution tracking.

7. Consultation

In preparing this Statement, Energy Exemplar consulted representatives from the entities covered by this Statement, including Energy Exemplar Pty Ltd and Energy Exemplar (Europe) Ltd. Consultation included input from leadership, Performance and Culture, Legal, Finance, Procurement, Sustainability and relevant operational stakeholders. Information regarding operations, supply chains, risk assessment, supplier due diligence, policies and mitigation activities was gathered from relevant business functions to support preparation of this Statement.



8. Future Priorities

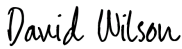
In 2026 Energy Exemplar intends to further strengthen its approach by:

- Enhancing supplier risk assessment processes
- Expanding modern slavery awareness training
- Increasing supplier engagement on responsible business practices
- Improving monitoring and reporting metrics
- Continuing to review procurement controls and contractual requirements

9. Approval

This Statement was approved by the Boards of Directors of Energy Exemplar Pty Ltd and Energy Exemplar (Europe) Ltd on 24 June 2026.

Signed on behalf of the reporting entities by:

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David Wilson
Director, Energy Exemplar Pty Ltd and Energy Exemplar (Europe) Ltd
Date: 24 June 2026