



Anti-Slavery and Human Trafficking Statement pursuant to the UK Modern Slavery Act

As a threshold matter, Pendo.io strongly opposes human trafficking and slavery in whatever form in whatever location. We at Pendo build and develop our Cloud-based software to help our customers to improve their businesses, make product-led decisions and to help understand and better engage with their customers.

Group Structure

Pendo and its affiliates (Pendo) are a global provider of product analytics software services in the technology sector with over 800 employees worldwide. Pendo.io, Inc. is a Delaware corporation headquartered in the United States. The group includes wholly-owned subsidiaries and offices in the UK, Israel, Japan and Australia. We procure products and services through our supply chain function. Our wholly owned subsidiaries, including Pendo.io UK Ltd., are included in this declaration, but do not require individual statements pursuant to the UK Modern Slavery Act. Pendo's Code of Business Conduct and Ethics (the "Code") establishes the foundation for Pendo's global operations and our commitments to high standards of integrity, ethics and legal compliance. The Code provides Pendo employees guidance on Pendo's expectations for their conduct and laws that are, or may be, applicable to that conduct, such as anti-corruption and modern slavery laws. All of our employees review and sign our Code. In addition, our employee handbook supplements and reinforces the Code. Our Whistleblowing policy provides for an avenue for our employees to report any violations of our Code or matters of law, including the UK Modern Slavery Act.

Supplier Adherence to Our Values

We have zero tolerance for slavery and human trafficking. To help ensure those in our supply chain comply with our values, we require them to comply with all applicable laws, including all labor and immigration laws. We do not support or transact with any business that is knowingly involved in any form of slavery and/or human trafficking and will take the steps detailed below to help ensure transparency within our business and supply chain. All of our material suppliers are United States-based, most of whom publish their own UK Modern Slavery Act statements.

Effectiveness

Pendo believes that its efforts to date have been appropriate to in helping prevent modern slavery and human trafficking from entering its supply chain. Pendo's business and the nature of its suppliers supports Pendo's determination that the risk of human trafficking or slavery in our business is low. Notwithstanding this, Pendo is committed to fully investigate and take appropriate action in the event it learns of any alleged violations thereof.

Going Forward

We intend to take the following further steps to combat slavery and human trafficking:

Continue to monitor the risk landscape within the context of Pendo's core operations and adapt mitigation actions accordingly.

Continue to monitor the legal and risk landscape and implement additional measures, as appropriate.

Expand our training and capacity-building efforts.

This is our statement related to this matter for Fiscal Year 2024, ending January 31, 2024 and has been reviewed and approved by our Board of Directors in February 2023.

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Todd Olson

2/27/2023

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Todd Olson, Chief Executive Officer