



MODERN SLAVERY STATEMENT

REISSUED SEPTEMBER 2025

Statement on Modern Slavery and Human Trafficking

Sodali & Co is committed to the highest standards of ethical conduct and integrity in our business activities. Modern slavery is a heinous and often hidden crime. It includes slavery, servitude, forced and compulsory labor and human trafficking. The impact can be devastating for the victims. We are committed to acting ethically and with integrity in all our relationships and business dealings and preventing these practices within our operations and supply chains.

We have a zero-tolerance approach to modern slavery and human trafficking and expect the same high standards from all our employees, contractors, suppliers, and business partners. Our commitment includes:

- Ethical Business Practices: Ensuring that our business operations are conducted ethically and transparently
- Compliance with Laws: Adherence to all applicable laws and regulations related to modern slavery and human trafficking
- Training and Awareness: Providing training to our employees to recognize and report signs of modern slavery and human trafficking
- Reporting Mechanisms: Encouraging employees and stakeholders to report any concerns or suspicions of modern slavery and human trafficking through our confidential reporting channels.

We are dedicated to continuous improvement in our efforts to combat modern slavery and human trafficking and will regularly review and update our policies and practices to ensure effectiveness.

This statement has been approved by appropriate corporate action.

Christopher Nordquist

Chief Legal and Compliance Officer
January 23, 2026