



MaxMind's Modern Slavery Transparency Statement 2025

At MaxMind, we respect the personal dignity and rights of each individual and the laws and conventions aimed at promoting and protecting human rights.

Acts of modern slavery are directly opposed to our values. We are committed to ensuring that our business and our supply chains are free of acts of modern slavery and child labor.

This statement details the steps that MaxMind has taken between January 1, 2025 and December 31, 2025 to identify, mitigate, and prevent the risks of modern slavery and child labor within our business operations and supply chains.

Our Business

MaxMind, a Delaware corporation, is a provider of IP address intelligence and fraud detection tools, serving customers across the globe. We operate as a fully remote company.

MaxMind considers the risks of modern slavery and child labor practices within its business to be very low.

MaxMind's business is not built upon the type of labor most vulnerable to such exploitation. MaxMind's employees consist of highly-skilled software developers, product management professionals, sales and account management personnel, and various other professionals including human resources, legal, and operations.

MaxMind's employees are all based in the United States and Canada, and MaxMind's human resources and legal teams regularly review employment laws and regulations to confirm that we are complying with our legal obligations with respect to our employees. MaxMind's employees are encouraged to observe the standards outlined in its internal code of conduct, which describes MaxMind's respect for human rights, its commitment to fostering a safe workplace, and its zero tolerance for any forms of forced labor. On an annual basis, MaxMind's employees are required to review its employee handbook, which outlines MaxMind's employment standards and expectations. The handbook also contains procedures for inappropriate conduct, including harassment.

Our Suppliers

MaxMind believes that the risks of modern slavery and child labor within its supply chain are low. The nature of MaxMind's business is such that our supply chain consists primarily of cloud service providers, software-as-a-service ("SaaS") providers, and various professional services. We have

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reviewed our critical suppliers for their own evaluations on the risks of modern slavery within their respective businesses and their own statements and/or commitments against modern slavery.

Our Continued Commitment

During the 2026 financial year, MaxMind will continue to monitor and review our assessment of the risks of modern slavery and child labor in our business and supply chains. MaxMind will continue to evaluate requiring further training to members of its teams on identifying and mitigating any risks of modern slavery and child labor.

Approval and Signature

This statement was approved by MaxMind's Board of Directors.

By: Thomas Mather

Signature: Thomas Mather

Title: Director

Date: March 3, 2026