

MODERN SLAVERY STATEMENT 2024

Introduction

AvePoint UK, Ltd (“the Company”, “we,” “our” or “us”) is a Software-as-a-Service (“SaaS”) company which is primarily engaged with providing licenses for its commercial off-the-shelf software products, including support and maintenance services. The Company further provides professional services such as consulting and training.

Our trading group (the “Group”) is located as follows*:

Australia	<ul style="list-style-type: none"> • AvePoint AU Pty Ltd.
Canada	<ul style="list-style-type: none"> • TyGraph Ltd.
China	<ul style="list-style-type: none"> • AvePoint Technology Changcun Co.Ltd • Shanghai AvePoint Software Technology Corporation Limited • AvePoint Beijing Technology Ltd.
Germany	<ul style="list-style-type: none"> • AvePoint Deutschland GmbH <ul style="list-style-type: none"> ○ (with its branch offices in the Netherlands, France, Sweden, and Switzerland)
Japan	<ul style="list-style-type: none"> • AvePoint Japan K.K.
Korea	<ul style="list-style-type: none"> • AvePoint Korea Co., Ltd.
Singapore	<ul style="list-style-type: none"> • AvePoint Singapore Pte. Ltd. • MaivenPoint Pte. Ltd. • I-Access Solutions Pte Ltd
United States	<ul style="list-style-type: none"> • AvePoint Inc. • AvePoint Public Sector, Inc. • AvePoint Holdings USA, LLC.
United Kingdom	<ul style="list-style-type: none"> • AvePoint UK, Ltd. <ul style="list-style-type: none"> ○ (with its branch offices in South Africa) • Combined Knowledge Limited
Vietnam	<ul style="list-style-type: none"> • AvePoint Vietnam Company Limited

*This table is subject to change.

We recognise that all organisations have an obligation and duty to prevent modern slavery and human trafficking within their supply chains and that we must take reasonable steps to prevent these practices from taking place.

Modern Slavery Statement

This Modern Slavery Statement (the "Statement") is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (the "Act") on behalf of AvePoint UK, Ltd and relates to actions and activities for the 2024-2025 financial year.

The Company holds a zero-tolerance approach and is committed to preventing slavery and human trafficking violations throughout the Company, its operations, products, and supply chain.

Organisational Structure and Supply Chain

AvePoint UK, Ltd is a limited company based in England and Wales, with its ultimate parent company being AvePoint Inc., and operates within the SaaS sector.

As a SaaS company and through the nature of our operations, products, and services, we do not have an extensive range of suppliers nor suppliers where there is a material risk of modern slavery and human trafficking. To note, all the Company's products are self-developed software and associated services. As a result, we have no relevant supply chain aside from our affiliates.

The Company chooses our vendors and suppliers with care through numerous evaluations, such as based on their reputation and integrity, and we may terminate our relationship if we suspect breaches of the Act or other applicable anti-slavery and human trafficking legislation.

Policies

We have internal policies which outlines our zero-tolerance approach to modern slavery and our commitment to usurp these acts and efforts. We are committed to provide transparency across our organisation and are consistent with the obligations set out in the Act and other jurisdictions in which our Group operates in.

Relevant policies:

- Anti-Slavery and Human Trafficking Policy;
- Open Door Policy For Accounting Matters and Legal Allegations;
- Code of Ethics and Business Conduct; and
- Global Human Rights Policy.

These policies are available in a central location for all employees to read. Employees are required to acknowledge acceptance of the Code of Ethics and Business Conduct annually.

Risk and Compliance

We do not consider the Company to operate in a high-risk environment because of the nature of our supply chain as referenced within this Statement. Despite this, we continue to assess and manage our supply chain on an ongoing basis and promote further internal development to reduce these risks where possible. We are committed to internal accountability standards and procedures for employees, vendors, or suppliers who fail to meet the standards set out by the Company.

Training

We require mandatory acknowledgement of our applicable company conduct policies referenced in our Code of Ethics and Business Conduct which includes our Anti-Modern Slavery and Human Trafficking Policy from all employees on an annual basis and from new joiners during the onboarding process. Alongside this, all employees will be aware of this Statement and our commitment to preventing modern slavery and human trafficking.

Approval

This Statement was approved by the board of directors on behalf of AvePoint Inc. and its subsidiaries, including AvePoint UK, Ltd, on 13 March 2024.

Signed by:

Brian M. Brown, Esq.
Chief Legal and Compliance Officer
AvePoint, Inc.