



Modern slavery act statement

Epidemic Sound Group AB ("Epidemic Sound") is a global music tech company with our headquarters in Stockholm, Sweden. Epidemic Sound is a platform for restriction-free music. We collaborate with artists from around the world, and our customers range from enterprises to individual creators.

Epidemic Sound operates globally (including the United Kingdom). For more information on Epidemic Sound please visit our website. This statement is made and adopted by Epidemic Sound, pursuant to the requirements of Section 54 of the United Kingdom Modern Slavery Act 2015.

The statement outlines activities undertaken by Epidemic Sound to identify and mitigate the potential risk of modern slavery related to its business operations and supply chain during the financial year ending 31 December 2026.

Organization and supply chain structure

Epidemic Sound is a global company with 568 employees at the end of 2025. We have offices in Stockholm and New York, and co-working spaces in Amsterdam, Berlin, London, Los Angeles, Oslo, Seoul. As a SaaS company, our main supply chain includes vendors for IT support, data hosting, transmission and distribution partners, software and technology contractors as well as musicians, graphic designers and other management consultant services.

We have a central procurement system and policy framework. For hardware, we procure either directly from the supplier or from a third-party provider. Other services and products are often directly sourced from the supplier of that product or service.

Through our SBTi engagement target we have begun the process of further understanding our supply chain. Currently, we have an overview of our tier 1 suppliers and have an aim to gain more insight into our supply chains and possibly map the supply chain beyond tier 1.

Currently, we do not have a designated representative for modern slavery risks in our senior management team. The overall risk process and identification is included in our annual double materiality assessment process. In the case of an identified risk of modern slavery in our own operations, our People & Culture department as well as the management team would be the primary contact points and custodians setting up a process for assessing and handling the risk. With regard to our suppliers they can report any potential risks through the channels outlined in our "Grievance mechanisms" section.

Our understanding of our supply chain is currently focused on our tier 1 suppliers, which we continue to monitor and review. While we have an aim to map our supply chain beyond tier 1 in the future, our current efforts are focused on our direct business partners.



Policies

All forms of modern slavery, forced labor, child labor, and exploitation are prohibited at Epidemic Sound.

Our policy framework, led by our internal Code of Conduct and our Business Partner Code of Conduct, forms the backbone of this commitment. These policies commit our company, employees, and business partners to uphold fair working conditions and adhere to international human and labor rights standards. They are supported by our Anti-Corruption, Anti-Discrimination, and Whistleblower policies to ensure comprehensive risk coverage and to provide a secure channel for reporting suspected wrongdoing without risk of retribution. However, violations of the Business Partner Code of Conduct will initiate a review of the contract and could potentially lead to a termination of the supplier contract. The Business Partner Code of Conduct is available on the following link: https://assets.ctfassets.net/ojtnytzl1djm/6YHmY0I34eqCIB4IB6WM9S/9704a126d2ff82644d1fd046afa6963a/BP_Code_of_Conduct_2024-05-31.pdf.

International standards

Our policy framework reflects national law as well as international standards. We are committed to act in accordance with international standards such as the fundamental Conventions of the International Labor Organization, the UN Universal Declaration of Human Rights, and the UN Guiding Principles on Business and Human Rights.

Our policies reflect these international standards in their content. For example our anti-discrimination policy covers national discrimination legislation as well as ILO - Discrimination (Employment and Occupation) Convention (No. 111).

Communication and enforcement

All our employees are required to adhere to the Code and underlying policies. Effective employee training and education are key components of our compliance environment.

In our onboarding process training is provided in all our core policies and guidelines. We currently ask all employees to read, sign the Code of Conduct and complete the annual training in the Code.

All business partners are asked to read and understand our Business Partner Code of Conduct when they are onboarded as a business partner to us.

No significant changes have been made to policies relating to modern slavery. We assess that the current framework covers main risks of modern slavery and other closely related risks. When we need to make significant changes to our internal policies and guidelines, our trade union representatives are notified and consulted when needed.



Assessing and managing risk

Sustainability risk assessment was concluded in Q1 2023 as part of the double materiality assessment and is annually reviewed. The level of sustainability risk within our supply chain continues to be assessed as low. In identifying and assessing supply chain risks, including but not limited to modern slavery, we mainly use industry reports and to the extent information is available from the suppliers themselves.

We have not identified specific modern slavery risks within our own operations, and stakeholder feedback has not indicated this as a risk area. We recognize that the highest potential risk lies further down the supply chain, particularly with hardware suppliers beyond tier 1.

Due Diligence in relation to modern slavery

Prevention and mitigation

Our primary preventative measures in our own operations include adherence to national law and the implementation of collective bargaining agreements in Sweden.

To date, we have not identified any acts of modern slavery in our operations or received any related reports through our grievance mechanisms, detailed in the 'Grievance mechanisms' section.

Human rights due diligence approach

Our formal sustainability and human rights due diligence policy is currently under development. Our ambition is to implement a process appropriate for our size and influence.

Grievance mechanisms

We have two different processes for grievances; one internal and one external. Our internal process is accessible for our employees where they can fill reports either to their respective People partner or email our dedicated email address. Employees can also report grievances to our work environment representatives or the trade union representative. External stakeholders, and internal stakeholders that want to file a grievance anonymously, can use our third party platform that is accessible to external stakeholders via our Business Partner Code of Conduct or accessible via our intranet for employees. We also provide the grievance mechanism of our external platform to our artists for them to use in case of any breaches of our policy framework.



Approval of statement

This statement was approved by the Audit Committee of Epidemic Sound Group on the 22nd of April 2026.

Change log

Version	Date	Author	Approved by	Description of change
1.0	2024-04-10	Director of Sustainability	Board of Directors	Initial adoption
1.1	2025-06-04	Director of Sustainability	Board of Directors	Minor changes to reflect efforts made in 2024 and planned for 2025.
1.2	2026-04-22	Director of Sustainability	Audit Committee	Editorial changes to accommodate updated guidance on the MSA statement. Added information on risk and due diligence.