



July 31, 2025

Box HQ
900 Jefferson Ave
Redwood City, CA 94063

Box is committed to complying with the United Kingdom Modern Slavery Act of 2015, the Australian Modern Slavery Act of 2018 and other relevant laws as part of its efforts in preventing slavery and human trafficking. In conjunction with its compliance with such laws, Box is publishing this annual statement specifying the efforts taken to prevent slavery and human trafficking anywhere in their own business or in their supply chain.

The Box Code of Business Conduct and Ethics outlines how Box and its subsidiaries conduct business. It provides Box employees guidance on how to follow company policies, applicable laws, rules and regulations, as it is vital that all of its employees act with its values, its integrity, and its fundamental approach to getting stuff done in the right way.

The Box Supplier Code of Conduct is a statement of Box's principles for engaging with its suppliers and service providers and sets forth Box's expectations of its suppliers and service providers. These expectations include doing business ethically, complying with all applicable legal requirements, and acting in a socially responsible manner. Should Box be made aware of any policy violations or issues related to slavery and human trafficking, Box will promptly investigate and determine the proper course of action.

Box conducts the following actions to help prevent forced labor, slavery and human trafficking:

1. Supplier Agreements and Risk Assessments
 - a. All suppliers are subject to legal terms and conditions with Box including those contained in Box's Supplier Code of Conduct, which specifically prohibits the user of forced labor, slavery and human trafficking.
 - b. Box assesses potential suppliers as part of the onboarding process.
 - c. Box reviews the performance of suppliers based on their risk to the company and critical and high-risk vendors are reviewed on an annual basis by the Box Compliance team.
2. Training
 - a. Box conducts an Employee Code of Business Conduct and Ethics training upon hire and annually thereafter for Box employees.

This statement applies to Box, Inc and its affiliates, including Box.com (UK) Ltd and Box.com Australia Pty Ltd.

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Chief Compliance Officer