

JFrog UK Limited Modern Slavery Statement

Scope and Purpose

This statement is issued by JFrog UK Limited ("JFrog", "we", "our", or "Company"), under Section 54 of the UK Modern Slavery Act 2015.

JFrog is committed to preventing all forms of slavery, servitude, and forced labor within its business. This statement sets out how the Company seeks to ensure that its operations and its supply chains are kept free of slavery, forced labor, and human trafficking ("Modern Slavery"). Our approach is consistent with the commitments set out in our Statement on Human Rights, approved by our Board of Directors in February 2025, which references the fundamental International Labor Organization Conventions.

Our Business

JFrog provides an end-to-end, hybrid, universal DevOps Platform that powers and controls the software supply chain, enabling organizations to deliver software updates continuously and securely across any system – we call this vision "Liquid Software". This platform is the critical bridge between software development and deployment, paving the way for the modern DevOps paradigm. We enable organizations to build and release software faster and more securely while empowering developers to be more efficient. Available as both a self-hosted and a SaaS service, our platform is designed to manage and deploy all types of software packages within an organization, making it the system of record for an organization's software, and is thus often called the "database of DevOps". A majority of the Fortune 100 companies, including thousands of customers worldwide, depend on JFrog solutions to securely embrace digital transformation.

Our Suppliers

Typically, our major suppliers fall into one of the broad categories outlined below:

- hosting services providers who host our data and our customers' data processed in our software-as-a-service ("SaaS") offerings;
- third-party consultants (including subcontractors) providing accounting, marketing, legal, IT, security, and other professional services;
- service providers providing IT, travel, employee payroll, office maintenance, and other business services; and
- IT hardware vendors from whom we procure laptops, monitors, and other equipment for our employees.

Modern Slavery Risks

We expect suppliers, partners, and other third parties to comply with all applicable laws and are committed to ensuring that our business and supply chain remains free of Modern Slavery, including integrating anti-slavery clauses in vendor and customer contracts as needed. Generally, our assessment follows a specific number of principles:

- The type of services we engage in. As noted above, our business focuses on the provision of software and professional services. Accordingly, we do not "manufacture" our products and solutions, at least not in the traditional meaning of that word (i.e., through the use of workers and machines in factories). Nor do we directly engage third parties to perform any such manufacturing on our behalf.
- Maintaining rigor in our human resource processes. All prospective employees undergo a thorough background check and screening process. Our human resources processes ensure that those recruited have appropriate authorizations to work. Our employees and contractors consist primarily of office-based professionals who are generally not at high risk of being subject to Modern Slavery. JFrog does not charge recruitment fees to workers, whether directly or through third-party agencies, and expects the same of its suppliers.
- The nature of our largest vendors. As a software company, our largest vendors typically consist of IT, marketing, and various professional services. We have limited exposure to high-risk industries such as manufacturing or construction and thus consider our business to be at low risk for Modern Slavery. We recognize that certain categories within our supply chain, such as the procurement of IT hardware (e.g., laptops and monitors) for our employees, may carry comparatively higher modern slavery risk due to the complexity of global electronics manufacturing. We mitigate this risk by sourcing hardware from established vendors that maintain their own responsible sourcing and modern slavery commitments.
- The geographic locations in which we engage. As of the date of this statement, the majority of jurisdictions in which our customers and suppliers are located are geographical locations in which we do not consider the risk of illegal activities such as Modern Slavery to be high. As we consider expanding into new jurisdictions, we undergo a robust diligence process to identify a broad spectrum of risks prior to investing in that jurisdiction, including general employment practices within the region.

Given the nature of our operations and our supply chains, we consider the Modern Slavery risk they present to be low.

Due Diligence

We publish our Supplier Code of Conduct, setting out our expectations regarding human rights, labor rights, health and safety, freedom of association, and fair compensation. The Supplier Code of Conduct explicitly prohibits the use of forced labor, child labor, and human trafficking, and requires suppliers to communicate these standards to their own subcontractors and

representatives. We reserve the right to terminate any supplier relationship where a supplier fails to meet these standards.

If any concern regarding Modern Slavery were raised in connection with a supplier, JFrog would investigate promptly and, where appropriate, work with the relevant supplier to implement corrective measures or terminate the relationship.

Further details on JFrog's vendor risk management practices can be found in our 2025 Sustainability Report.

Our Policies and Values

We have implemented a number of policies that reflect the Company's core values and standards. These core values are reflected in our employee-driven CODEX as: Integrity, Community and Customer Happiness, Thinking BIG, Everyone Counts Everyone Matters, Innovation, Team Spirit, Open Communication, Agility, and WIN!.

Our Global Code of Business Conduct and Ethics (the "Code"), revised in February 2025, prohibits unlawful or unethical activity by our directors, officers, employees, contractors, consultants, and agents, and provides the proper ethical framework for them to conduct business and perform day-to-day duties in the Company. The Code includes dedicated sections on human rights and freedom of association, and requires employees to comply with all applicable laws and treat their colleagues with respect and without bias, prejudice, and harassment. Our Whistleblower Policy provides our employees with multiple avenues to report known or suspected violations of the Code, including through a dedicated 24/7 whistleblower hotline.

Employees, contractors, customers, and vendors can also report concerns confidentially and anonymously through our independent ethics reporting platform at jfrog.ethicspoint.com, operated by an independent third party. Reports can be submitted via web portal or telephone hotline in multiple languages across all countries in which JFrog operates. Suppliers and other third parties can also report concerns to JFrog at businessconduct@jfrog.com. JFrog prohibits retaliation against anyone who raises a concern in good faith.

All new employees receive training on the Code during onboarding that is designed to ensure adherence to our Code and human rights in our workforce and business operations. All employees are required to certify that they have read, understood, and will comply with its provisions. All employees must also complete an annual compliance training program.

For further detail on JFrog's commitments to human rights, labor standards, freedom of association, and responsible business practices, see our Statement on Human Rights.

Reporting and Incident Disclosure

During the financial year covered by this statement, JFrog did not receive any reports of Modern Slavery or human trafficking within its operations or supply chains.

Monitoring and Evaluation

We assess the effectiveness of our anti-slavery measures through the following indicators:

- The number of Modern Slavery-related concerns reported through our ethics reporting platform and other reporting channels; and
- Periodic reviews.

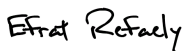
Further Actions

JFrog is committed to continuing to:

- Develop our employee training and compliance programs in line with best practices
- Review and update our Company policies as needed to ensure compliance with our values and relevant laws, including anti-slavery regulations
- Monitor our risk exposure to Modern Slavery in our business operations and supply chains and move towards a more formalized program of identifying and preventing these risks, particularly in high-risk jurisdictions and industries
- Align our disclosures with the updated UK Government guidance on transparency in supply chains published in March 2025 and highlight areas of year-on-year improvement in future statements.

Approvals

This statement is approved by the board of directors of JFrog UK Limited. It is made pursuant to the UK's Modern Slavery Act 2015 and constitutes JFrog's slavery and human trafficking statement for the financial year ending 31 December 2025.

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Efrat Refaely, Director, on behalf of JFrog UK Limited

Date: 7/20/2026