



Modern Slavery Act Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial period ending 31 December 2024, and covers the following legal entities:

- Numis Corporation Limited
- Numis Securities Limited (together with Numis Corporation Limited, “**Numis**”)

This statement was approved by the board of directors of Numis Corporation Limited and Numis Securities Limited on 10 April 2025..

On the 13 October 2023 Deutsche Bank AG completed its acquisition of Numis. Integration of Numis into the Deutsche Bank Group is ongoing therefore this statement relates to the Numis entities referenced above only

Introduction from Alex Ham & Ross Mitchinson (Co-Chief Executive Officers)

This statement sets out our ongoing commitment to ensuring that Modern Slavery and human trafficking is eradicated and Numis remains transparent and diligent relating to the people and firms we do business with.

It is important to Numis as a dynamic and innovative investment bank, and as part of the Deutsche Bank Group, that we are acting in a responsible and ethical manner, part of which encompasses our commitment to ensuring Numis and its supply chains are free from Modern Slavery and human trafficking.

Numis is a leading UK-focused investment bank that partners with ambitious companies and investors across the market spectrum, offering strategic advice, unique insights and unrivalled connectivity to the capital markets.

Experts in the UK market, Numis advises one-fifth of the FTSE 350 index, with an average market capitalisation of £2.1bn. We were the leading defence adviser to mid and large-cap UK PLCs by volume in 2022, 2023 & 2024 and have acted on the most UK IPOs over the past decade.

Numis offers advisory services (including for M&A and IPOs), corporate broking, research, sales and execution, and draws on the expertise and strength of the wider Deutsche Bank Group to offer comprehensive and global solutions.

During the financial period as part of the activities outlined above Numis engaged a number of suppliers and employed over 200 staff, operating in London, Dublin and New York. Dublin and New York operations ceased during the course of 2024. Our head office was at 45 Gresham Street, London, EC2V 7BF. Our Dublin office was at Riverview House, 21-23 City Quay, Dublin 2, and our New York office was at 575 Fifth Avenue, 25th Floor, New York, NY 10017. We focused on these employees, suppliers and the associated ‘supply chain’ in our efforts to remain free from Modern Slavery and human trafficking.



Our supply chains

As a financial service provider, the risk of modern slavery and human trafficking within Numis' business operations is low. Nevertheless, we recognize that some parts of our supply chain are more likely to be exposed to such risks. Numis has identified certain areas in which it could be exposed to the risk of modern slavery and human trafficking in its supply chain: (i) cleaning, security, and maintenance services provided at our premises; (ii) transportation and delivery services; (iii) the supply of catering consumables; and (iv) the manufacture of corporate clothing and corporate-branded promotional materials.

Numis has a supplier selection process which includes review of areas that may pose a heightened risk of modern slavery and human trafficking. Numis operates globally, offering a wide range of products and services to clients across many industries. Although these operations could potentially be connected to adverse human rights impacts, the majority of these impacts would be indirect and beyond the bank's direct control. Nonetheless, Numis recognises that it needs to have appropriate processes in place to minimize the risk that its operations could be used in this manner

Numis is committed to selecting the very best suppliers to continue the quality service that clients expect.

Our policies on slavery and human trafficking

Numis has a long-standing commitment to respecting human rights and has voluntarily endorsed and aligned with international standards. Accordingly, Numis takes active steps to avoid causing or contributing to adverse human rights impacts from its own activities and by seeking to identify, address, mitigate and manage actual and potential adverse human rights impacts potentially arising within its entire value chain, including its downstream value chain, and upstream value chain.

. This statement and our internal Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure Modern Slavery and/or human trafficking are not taking place anywhere in our supply chains. We also have in place robust compliance policies (including those covering ethical behaviour, conduct and whistleblowing) designed to promote ethical and compliance behaviours as well as encourage and to protect anyone who wishes to raise concerns about wrongdoing within our business.

Due diligence processes for slavery and human trafficking

During the financial period our recruitment processes were transparent and reviewed periodically. We communicated directly with candidates to discuss job opportunities and to confirm the details of any offer made. We had robust procedures in place for the vetting of new employees and ensured that we were able to confirm their identities and that they were paid directly into an appropriate, personal bank account.

During the financial period if we had discovered that any of our employees have been complicit in human trafficking or Modern Slavery (for example, through the Deutsche Bank Whistleblowing Central Function), we would have taken the appropriate disciplinary action against them.



We have in place a number of processes to ensure, as far as is reasonably practicable, that our direct suppliers adhered to our expectations in respect of their workforce. For all newly onboarded suppliers, Numis assessed them for risk exposure on the following factors: Political Exposed Person(s), Sanctions and Embargoes, and Adverse News. These checks were carried out through an industry recognised platform. After onboarding, suppliers continue to be screened against these risk factors on an ongoing basis - with any relevant identified risks being escalated to Numis' Anti-Financial Crime function to assess and opine on.

During the financial period we audited and screened new suppliers where appropriate and were committed to work only with organisations who shared our values in the eradication of slavery and human trafficking. We applied a risk-based methodology in monitoring existing supplier relationships and their approach to mitigating the risks associated with Modern Slavery and human trafficking. This methodology included (where appropriate) obtaining annual statements of attestation of their commitments and actions taken to eliminate Modern Slavery.

We performed in-depth analysis into country risks and we were conscious that imported products or services sourced from outside the UK or EU (or any country we consider as high risk) were potentially more at risk of slavery or human trafficking issues. If products had to be sourced from such locations, we performed enhanced due diligence of these suppliers where appropriate and looked to gain extra comfort where suppliers could demonstrate a commitment to human rights and fair working conditions, for example by way of certifications such as Social Accountability certification SA8000.

We did not knowingly work with any organisation that has been found to have been knowingly involved in either human trafficking or Modern Slavery.

Training

To ensure a high level of understanding of the risks of Modern Slavery and human trafficking in our supply chains and our business, we ensured that all relevant staff within the necessary departments were briefed, and where applicable, trained accordingly.

Our effectiveness in combating slavery and human trafficking

The Company directors and senior management took responsibility for implementing the systems and controls outlined in this statement and provided adequate resources and investment to ensure that slavery and human trafficking was not knowingly taking place within the organisation or within its supply chains.

We will continue to monitor and review our policy relating to slavery and human trafficking. If we become aware of any breaches of the policy, we will investigate and take such steps as are necessary to ensure that the risk of further breaches occurring is minimised.



Numis continues to employ the steps outlined in its last review in 2018/2019 to ensure that there is no slavery or human trafficking in its supply chains. These steps include:

- reviewing contracts with suppliers and, where relevant and necessary, including clauses in such contracts relating to Modern Slavery;
- providing firm wide training to all employees so they better understand the risks of Modern Slavery and human trafficking, and remain vigilant against it; and
- applying risk based methodologies across the business in identify and mitigating the risks associated with Modern Slavery and human trafficking.

Alex Ham and Ross Mitchinson, Co-Chief Executive Officers

Date: 10 April 2025