



Modern Slavery Statement
For the fiscal year ending December 31, 2025

This Statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 by SurveyMonkey Inc. (incorporated in Delaware, United States) on behalf of its subsidiaries, including, but not limited to SurveyMonkey UK Ltd. (chartered in England and Wales) and SurveyMonkey Europe Unlimited Company (chartered in Ireland) (the "Reporting Entity"). This statement has been approved by the Board of Directors of the Reporting Entity.

SurveyMonkey is a global leader in online surveys and forms. Our fast, intuitive platform empowers organizations with the insights they need to make decisions quickly and confidently. We provide answers to more than 20 million questions every day, helping organizations of all sizes build products people love, create winning marketing strategies, delight their customers, and cultivate an engaged and happy workforce.

At SurveyMonkey, we aim for high standards of governance throughout our organization. We are committed to promoting a workplace and supply chain that are free from modern slavery and human trafficking. We seek to ensure that our suppliers do not use Modern Slavery in any of its forms in providing goods or services to SurveyMonkey. This Modern Slavery Statement ("Statement") demonstrates our commitment.

SurveyMonkey's Policies

To demonstrate SurveyMonkey's commitment, SurveyMonkey maintains a program that includes the following internal and external policies.

Employment practices

- Recruitment processes in line with local labor laws, including 'right to work' document checks, contracts of employment, and checks to ensure all employees are above the minimum working age.
- SurveyMonkey employees are made aware of their employment terms and conditions through a variety of channels including but not limited to written employment contracts, employee handbooks, and internal communications.
- Market-related pay and reward, which is reviewed regularly and linked to industry benchmarks.
- Employees receive training on core human rights-related issues, including but not limited to workplace harassment and discrimination, money laundering, third-party risk management, and bribery and corruption.

Code of Business Conduct and Ethics

SurveyMonkey's *Code of Business Conduct and Ethics*, augmented by our *Global Anti-Corruption Policy*, and our *See Something — Say Something Policy*, helps us to maintain our guiding principles as a values-driven organization. All employees, contractors, and consultants are required to reaffirm how we must conduct business with honesty and integrity. The policies not only guide our team members on how to follow company policies, as well as applicable laws, rules and regulations, but also give them the tools to report any issues or concerns.

Employee Training

SurveyMonkey provides regular employee training on conduct that is ethical, professional and reflective of a safe workplace environment.



Suppliers

Through our contracting process we establish expectations with our suppliers that they must comply with all applicable laws and regulations. We further require our contractors and consultants to comply with the standards in our Code of Business Conduct and Ethics and our Global Anti-Corruption Policy. If we discover any policy violations or issues related to modern slavery and human trafficking in our business or supply chain, our Compliance Team and/or our Legal Department will investigate and determine further action.

Continued Commitment

We help prevent modern slavery and human trafficking in our business and supply chain by:

- Evaluating where our business may be at risk for instances of modern slavery and human trafficking;
- Conducting business with our suppliers (primarily cloud infrastructure, software and professional services providers) under contracts requiring compliance with law;
- Assessing potential suppliers as part of the onboarding process, including evaluating the risk posed by each vendor or category of vendor, engaging third parties to screen and vet vendors, and periodically reviewing vendors; and
- Educating and training our team members about our policies and professional procurement practices, both as new hires and periodically thereafter.

We will continue to review and refine our processes to help prevent modern slavery and human trafficking in our business and industry.

Tea Sisic

Director, SurveyMonkey Europe UL

February 12, 2026