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The Norwegian Transparency Act

Pexip ASA
2023

About Pexip



OUR MISSION

Providing ***seamless*** video communication available to all organizations ***regardless*** of technology platform and security requirements.

Our business

Pexip is a global video technology company on a mission to provide seamless communication to all organizations regardless of technology platform and security requirements.

The potential of video

Rapid digitalization and evolving technology trends shape our roadmap and drive our industry forward. Pexip's unique technology is designed to help advance safer, greener, and more connected organizations. The power of video technology means that doctors can treat patients on the other side of the country. Court hearings can be conducted solely on video. Extended reality maintenance can be done at a distance.

The possibilities that video presents are endless. And we are only at the beginning.

Our customers

As more work is done over video, we see that security and customization are increasingly essential for organizations today. Today, Pexip's

customers are primarily large private and public organizations. For these organizations, security, privacy, data sovereignty and compliance are top priorities. These organizations also have a need to connect various platforms and devices, and they often want to integrate video into existing workflows and platforms to create customized and branded solutions.

Our technology

Pexip's platform is built on the core Pexip Infinity technology, developed in-house. It is secure and scalable by design. It can be deployed as a self-hosted, hybrid, or as-a-service solution. For our software, Pexip depends on third-party licenses for certain components for which the company pays royalties, in addition to open-source software components. Pexip also contributes to open-source libraries. Pexip's main external suppliers are data center providers, network providers, and supporting software providers. The Pexip platform is sold through a global network of over 300 reseller partners located in 75 countries, serving 3300 customers in the enterprise and public sector.

300

partners

3,300

customers enterprise & public sector

304

employees in 25 countries:
63 in the US, 218 in Europe,
23 in APAC

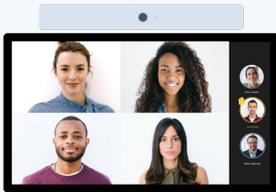


Our business areas

Pexip's offering can be divided into two broad business areas which cover the different requirements of the market.

Pexip Connected Spaces

Video meeting-room interoperability



When several video technologies need to work seamlessly together



Pexip Secure & Custom Spaces

Video meetings for self-hosting or private clouds



When complete privacy and control over data is required.



Connected Spaces

Pexip offers the Pexip Connect line of products to help organizations modernize their video conferencing infrastructure and deliver simpler meeting experiences for all. Our interoperability technology serves as a bridge between a wide range of meeting solutions. We take an “any room, any meeting” approach, ensuring that modern video meeting platforms can connect to existing meeting room devices, seamlessly and easily for users.

Secure & Custom solutions

Pexip offers Secure & Custom video solutions to meet the growing demand for greater data privacy and protection. We help organizations achieve regulatory compliance through our robust protection standards for every industry, and we ensure that

organizations maintain complete control of their video meeting data.

Our business continuity offering is designed to work even when other solutions are down, giving organizations a communication alternative during times of crisis. Pexip also provides options in terms of how it is hosted – from on-premises to private cloud or even air-gapped for ultra-secure environments.

Pexip offers a video platform-as-a-service, designed to help organizations embed video directly into their apps and workflows to create seamless, frictionless video experiences - no downloads or plugins required. Customers can also opt to build their own video platform with Pexip and connect it to existing equipment, protocols, and integrations.

The Norwegian Transparency Act

In compliance with the Norwegian Transparency Act, Pexip have conducted a human rights due diligence assessment of our own operations.

The process is based upon the OECD Guidelines for Multinational Enterprises, and comprises of six main stages:

1. embed responsible business conduct into Pexip's policies and management
2. identify and assess actual and potential adverse impacts on fundamental human rights and decent working conditions that the enterprise has either caused or contributed toward, or that are directly linked with the enterprise's operations, products or services via the supply chain or business partners
3. implement suitable measures to cease, prevent or mitigate adverse impacts based on the enterprise's prioritizations and assessments pursuant to (2)
4. track the implementation and results of measures pursuant to (3)
5. communicate with affected stakeholders and rights-holders regarding how adverse impacts are addressed pursuant to (3) and (4)
6. provide for or co-operate in remediation and compensation where this is required.

Pexip has defined a clear, formalized process to ensure that we as a company, along with our suppliers, are compliant with the Transparency Act. The executive management and the board have been informed on the topic and the proposed business conduct. Both the Board and management are strongly supportive of the initiatives put in place, and our aim of supporting human rights throughout our value chain.

Suppliers go through an initial, high-level risk assessment defined based upon the supplier's country, industry, product and other company specific

information. These are defined based on an external set of risk categories, indicating the need for further risk assessment. If risks are uncovered, measures will be taken in line with our internal policy and formalized system. We have several important policies in place, such as the Human Rights Policy and our Supplier Code of Conduct covering our commitment in these areas. We aim to have all our suppliers agree and commit to this as well.

Pexip performed a comprehensive due diligence of our suppliers as of 30.06.2023 and as of 31.12.2023. The due diligence was performed on all suppliers above a set threshold of NOK 1 million in annualized cost, covering 79 suppliers during 2023. The threshold was set based on a materiality assessment, and a decision to include the main suppliers which stands for 82 % of Pexip`s purchases in 2023. Of the suppliers reviewed, 9 suppliers came out with a medium risk and 2 came out with high risk related to the country of the supplier. The suppliers that were classified as medium country risk were large, global suppliers that Pexip have had a business relationship with for a long time. The 2 suppliers with high country risk were freelancers working for Pexip in R&D and sales, and well known for Pexip. Based on the above we therefore concluded that the risk related to these suppliers was limited, and no further investigation was deemed necessary.

We have adjusted our internal processes for onboarding suppliers, to capture high risk suppliers before they are onboarded. This will result in a review of all suppliers, and not only limited by size as the initial due diligence was.

Pexip will continue to prepare semi-annual reviews of our suppliers, in addition to the continuous assessment of new suppliers through the onboarding process. A statement on this and related outcomes will be included as a part of the sustainability report each year, providing an overview of how adverse impacts are addressed.

All active Pexip suppliers are included into assessment except internal sales between Pexip entities.

Suppliers with a yearly purchase of 1 million NOK reviewed. These account for 82% of purchases.

Suppliers with country risk identified.



SIGNATURE PAGE

Board of Directors

Oslo, March 20, 2024

Board of Directors and CEO of Pexip Holding ASA



Kjell Skappel
Chair of the Board



Irene Kristiansen
Board Member



Phillip Austern
Board Member



Silvija Seres
Board Member



Geir Langfeldt Olsen
Board Member



Trond K. Johannessen
CEO

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Lilleakerveien 2A, 0283 Oslo, Norway
www.pexip.com