

Pexip Environmental and Climate Policy

It is everyone's responsibility to reduce their negative impact on the environment and climate and increase their positive impact. At Pexip, we take this responsibility seriously. As a company in the information and communications technology sector, we are aware of the significant amount of energy we use and contribute to. On the other hand, our communications solutions contribute to a reduction in travel-related emissions through enabling connectivity. We are committed to finding ways to reduce our energy usage while increasing connectivity that reduces the need for travel.

This policy applies to everyone at Pexip and its subsidiaries and we expect this policy to be followed by our contractors, temporary personnel, and those who act on behalf of or represent us and third-party personnel, throughout our value chain.

In implementing this policy, we will follow these principles:

- Support a precautionary approach to environmental and climate challenges;
- Undertake initiatives to promote greater environmental and climate responsibility, and
- Encourage the development and diffusion of environmentally and climate friendly technologies.

To achieve our commitment to environmental protection, we will:

- Ensure all employees, contractors and suppliers are aware of this policy and that expect that our contractors and suppliers do the same for their employees.
- Comply with all relevant local, national and international environmental and climate laws and regulations.
- Keep striving to produce the most energy efficient communication platform possible.
- Work toward using only carbon neutral cloud providers.
- Identify, avoid, minimise, manage, and monitor environmental and climate impacts, including any harmful pollution or contamination.

The CFO ownership for this policy and has responsibility for its implementation. This policy will be reviewed every year.

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