

Pexip Human Capital Policy

Attracting and retaining a global, diverse and skilled workforce is crucial to our continued success. Pexip is investing in the future with a goal to be the leading people-focused organisation in the industry. We will do this by focusing on employee development, culture, leadership, wellness, diversity and equality.

This policy applies to everyone at Pexip and its subsidiaries, including employees, contractors, temporary personnel, those who act on behalf of or represent us and third-party personnel, throughout our value chain, so far as is reasonably achievable.

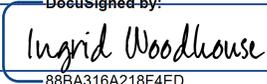
In becoming an employer of choice, we will follow these principles:

- Learning and development is key to our employment offering;
- We recognise the ILO Discrimination Convention and offer equal opportunities to everyone at Pexip. We do not accept discrimination on the basis of skin colour, ethnicity, culture, nationality, language, social background, disability, gender, sexual orientation, political or religious beliefs, or age;
- Gender pay equality is core to our approach and we believe in equal pay for equal work;
- Diversity and inclusion create value; and
- Our working environment will foster joy and be free of risk, safe and based on equal opportunity.

When following these principles, we will:

- Put in place programmes for the coaching, training, retention and professional development of our employees.
- Prioritise the wellbeing of our employees by establishing communication channels that allow us to better understand their needs and foster well-being and culture.
- Conduct regular formal performance reviews aligned with career development for all permanent employees.
- Disclose data about employee turnover rates.
- Map quantitative data and prepare concrete action plans for diversity, inclusion and equality, with responsibility for this at board level.
- Establish diversity and inclusion as an integrated strategic priority and establish initiatives for talent recruitment.
- Work actively to promote a healthy, diverse, inclusive and discrimination-free working environment.

The Chief People Officer Head takes ownership for this policy and has responsibility for its implementation. This policy will be reviewed every year.

Version	01	
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