

Pexip Stakeholder Engagement Policy

We pride ourselves on being professional and fun, which means not only being passionate and fun to work with but also that we are committed to our partners and customers. We know that it is through working together that we can add value to each other. Above this, our mission is to empower people to be seen and to engage with each other in a better way. We are [present in many countries](#), and to empower people, we must engage with our users and potential users to find out how we are impacting them and how we can improve.

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.

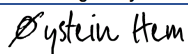
When engaging with our stakeholders, we will follow these principles:

- Open and transparent communication with our stakeholders drives value creation;
- We do not shy away from difficult conversations;
- Community engagement is a valuable tool in solving issues such as a lack of digital inclusion;
- Improving our relationship with all stakeholders will strengthen the positive impacts of our industry.

When following these principles, we will:

- Make all our employees, contractors and temporary personnel aware of this policy
- Map our stakeholders to ensure we are aware of all those we impact both positively and negatively
- Establish and maintain communication channels with our stakeholders
- Treat all our stakeholders with respect, friendliness and openness
- Work with our stakeholders to overcome any challenges that impact them
- Report on our approach to stakeholder engagement following the GRI standards

CFO has ownership of this policy and is responsible for its implementation. This policy will be reviewed every year.

Version	01	
Approval date:	3/10/2022	
Approved by:	CEO	
Signature:	 <small>DocuSigned by: 403CFB5A59F3486...</small>	