

]pexip[

# The Norwegian Transparency Act

Pexip ASA  
2024

# About Pexip

## Our business

Pexip is a global video technology company with a mission to provide seamless communication for all organizations, regardless of their technology platforms 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 enables doctors to treat patients across the country, court hearings to be conducted entirely via video, and extended reality maintenance to be performed remotely. The possibilities that video presents are endless, and we are only at the beginning.

## Our customers

As more work transitions to video, security and customization have become increasingly essential for organizations today. Currently, Pexip's customers

include large private and public organizations, for whom security, privacy, data sovereignty, and compliance are top priorities. These organizations also need to connect various platforms and devices, and they often seek to integrate video into existing workflows and systems to create customized and branded solutions.

## Our technology

Pexip's platform is built on the core Pexip Infinity technology developed in-house. It is designed to be secure and scalable, and can be deployed as a self-hosted, hybrid, or as-a-service solution. For some components of our software, Pexip relies on third-party licenses, for which the company pays royalties, in addition to utilizing open-source software components. Pexip also contributes to open-source libraries. Our main external suppliers include 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 3,000 customers in both the enterprise and public sectors.

**300**

partners

**3,000**

customers enterprise & public sector

**282**

employees in 26 countries:  
63 in the US, 198 in Europe,  
21 in APAC



● Headquarter ● Offices

## Our business areas

Pexip's offerings can be divided into two broad business areas to meet the varying demands of the market.

### Pexip Secure & Custom Spaces

Video meetings that are self-hosted on-premise or in a private cloud – and that can run on any device



When complete privacy and control over data is required.



AVAYA

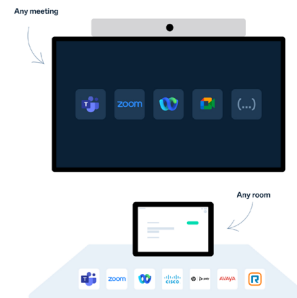
### Secure & Custom solutions

Pexip provides secure and customized video solutions to address the growing demand for enhanced data privacy and protection. We assist organizations in achieving regulatory compliance through robust protection standards tailored to every industry, ensuring that they maintain complete control over their video meeting data.

Pexip also offers a video platform as-a-service, enabling organizations to embed video directly into their applications and workflows, creating seamless, frictionless video experiences—no downloads or plugins required. Customers can also choose to build their own video platform with Pexip, integrating it with existing equipment, protocols, and systems. Additionally, Pexip has pioneered Private AI to help organizations enhance productivity while retaining full control and ownership of their AI data.

### Pexip Connected Spaces

Video meeting room interoperability enables any meeting room to connect to any meeting platform



When several video technologies need to work seamlessly together



Google



Poly

Zoom



### 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 users. Our interoperability technology serves as a bridge between a wide range of meeting solutions. We adopt an “any room, any meeting” approach, ensuring that modern video meeting platforms can connect seamlessly and effortlessly to existing meeting room devices.

# 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 comprise 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.

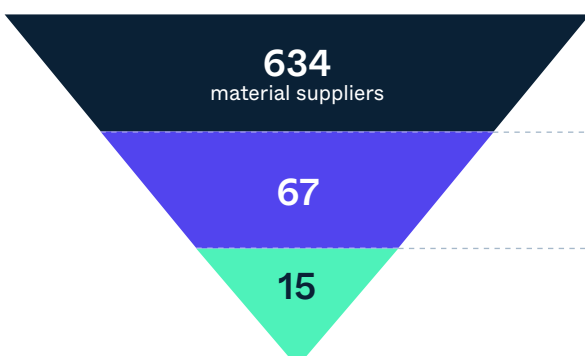
Pexip has defined a clear, formalized process to ensure that we as a company, along with our suppliers, are compliant with the Transparency Act. The executive management and the board have been informed on the topic and the proposed business conduct. Both the Board and management are supportive of the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

We have adjusted our internal processes for onboarding suppliers, to identify high risk suppliers before they are onboarded. This has resulted in a review of all suppliers, and not only limited by size. All suppliers are vetted before they are onboarded by Pexip and registered for payment. The vetting process involves the purchasing manager filling out a "new supplier discovery form". This initial, high-level risk assessment identifies the supplier's country, industry, product and if there are any alternatives to this supplier and other company specific information. The supplier's code of conduct must also

be uploaded. Based on the documentation the supplier is vetted by an external agency which concludes that the supplier can be onboarded if Pexip's criteria are satisfied. 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 relevant 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 these as well.

Pexip performed a comprehensive due diligence of our suppliers as of 30.06.2024 and 31.12.2024. The due diligence was performed on all suppliers above a set threshold of NOK 1 million in annualized cost, covering 67 suppliers during 2024. The threshold was set based on a materiality assessment, and a decision to include the main suppliers which stands for 87 % of Pexip's purchases in 2024. Of the 67 suppliers reviewed, 4 suppliers came out with a medium risk and 11 came out with a high risk. For the suppliers with medium risk this was related to the country of the supplier mainly due to the suppliers having a global presence. These suppliers were large, global companies that Pexip have had a business relationship with for a long time as well as one Job Consultancy firm, Adecco, in India. Out of the 11 suppliers classified as high risk, 10 were classified this way due to the industry they belong to. The high-risk suppliers were mainly suppliers of hardware, datacenter services and facility services. One supplier was classified as high risk due to the country of supplier, which was Belarus. This supplier has now been terminated by Pexip. All the suppliers classified as medium and high risk are companies that Pexip has had a business relationship with for several years and are well known for Pexip. Based on the above we therefore concluded that the overall risk related to these suppliers was limited, and no further investigation was deemed necessary.

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 87% of purchases.

Suppliers with country and/or industry risk identified

SIGNATURE PAGE

# Board of Directors

Oslo, March 26, 2025

Board of Directors and CEO of Pexip Holding ASA



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**Kjell Skappel**  
Chair of the Board



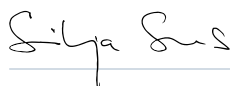
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**Irene Kristiansen**  
Board Member



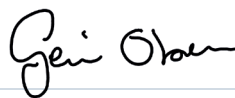
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**Phillip Austern**  
Board Member



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**Silvija Seres**  
Board Member



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**Geir Langfeldt Olsen**  
Board Member



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**Trond K. Johannessen**  
CEO

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