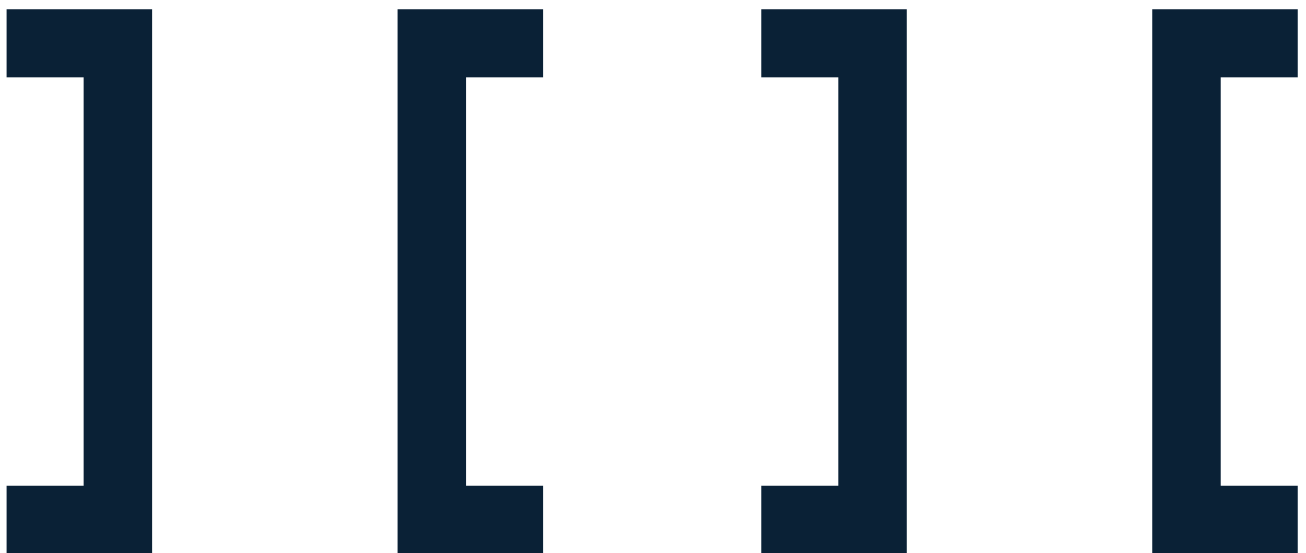


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Sustainability Report 2025

Pexip Holding ASA



CEO Statement

Sustainability is embedded in how we do business at Pexip. It's key to how we build technology, how we operate, and how we serve our customers, partners, and other stakeholders.



In 2025, the market forces shaping video collaboration became even more defined. Organizations must operate seamlessly across platforms, while also protecting their most sensitive conversations, especially in regulated use cases. For Pexip this carries responsibility. We power critical communication across government, defense, healthcare, justice, and large enterprise organizations. In these settings, security, transparency, and responsible conduct are expected, and trust must be earned every day.

Our sustainability priorities are closely connected to how we create long-term value. It is about building secure and resilient technology, efficient infrastructure, responsible business practices, and a strong, healthy culture. This is reflected in the Pexip Way and our success formula: think like world champions, keep all eyes on the customer,

and stay healthy. For us, sustainability is part of staying healthy as a business, as a culture, and as a contributor to society.

In 2025, we focused our efforts on the following areas:

Data control and sovereignty

Geopolitical developments, rising cyber threats, and regulatory expectations continue to increase the demand for privacy, data control, and sovereignty. This is particularly visible in Europe, where sovereign IT initiatives and requirements for jurisdictional control are accelerating, as well as in the U.S., where high impact government communication demands the highest levels of security and control. Pexip's architecture and deployment flexibility are designed for precisely these environments.

Enhancing user experience and prolonging the lifetime of IT equipment

As reliance on video collaboration grows, we continue to focus on simplifying connections and enhancing user experiences. Our interoperability technology allows customers to maximize the value of their existing meeting room investments and reduce the need for costly hardware replacements. Smarter infrastructure decisions reduce waste, lower costs, and contribute to more sustainable IT operations over time.

Contributing to a sustainable future

Video technology reduces the need for travel and supports flexible, inclusive ways of working. Our role is to provide secure, high-quality collaboration experiences that make remote participation a practical and reliable option.

Promoting equal opportunity to perform

Sustainable performance starts with people. We are committed to fostering an inclusive environment that supports equal opportunity and well-being. Diverse teams strengthen innovation and decision-making, and long-term value creation depends on engaged, healthy employees. We continue to invest in culture-building and well-being initiatives that help our people to perform at their best.

Ethical business conduct and responsible supply chain

Strong governance and ethical business conduct are essential to maintaining stakeholder trust. We operate globally and serve many of the world's largest organizations. Responsible business conduct is fundamental to our license to operate. In 2025, we conducted a human rights due diligence assessment for our suppliers in accordance with the Norwegian Transparency Act. The results and related disclosures are in this report.



Trond K. Johannessen,
CEO, Pexip

About this report

Reporting frameworks and standards

The sustainability statements are prepared based on the requirements of the voluntary VSME standard basic module from EFRAG (the European Financial Reporting Advisory Group). The reporting is guided by the Double Materiality Assessment that Pexip completed in January 2025.

The information in this report is also in reference to Global Reporting Initiative (GRI) standards, and Pexip will report on material ESG topics that were deemed significant based on the materiality assessment aligned with the GRI.

Pexip considers that the Sustainability Accounting Standards Board (SASB)'s Software and IT Services Standard and the disclosures contained within it to be material ESG topics for the company. All disclosures from the Standard have been included in this report – see SASB disclosure table in the appendix on page 38.

The data enclosed in the document has been collected over the period of January 1, 2025 to December 31, 2025 and covers the Pexip Group. For more information, please contact: IR@pexip.com.

Consolidation principles and boundaries

The sustainability statements have been prepared following the same principles for consolidation as Pexip's financial statements. The consolidated data includes the parent company and all subsidiaries under Pexip Holding ASA control.

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About Pexip

Pexip is a video technology specialist and a leading provider of video meeting infrastructure. The company delivers software solutions, offered as self-hosted software or as software-as-a-service, designed for large enterprises and public sector organizations with complex collaboration and security requirements.

Founded in 2012, Pexip has grown into a global provider of high performance video technology. The company employs 285 people across 24 countries and serves more than 3,000 enterprise and government organizations worldwide. With over 300 partners globally, Pexip combines deep technical expertise with an international presence to meet the critical collaboration needs of highly regulated and security focused organizations.

Pexip supports organizations where video communication is business critical and operational requirements are high. Customers include government and public sector bodies, defense and national security organizations, healthcare and justice agencies, and other regulated industries,

as well as large global enterprises. Many of these organizations operate in controlled IT environments and require seamless collaboration solutions that support private, sovereign, or on premises infrastructure, with complete governance over access, data, and operations.

Beyond connecting any meeting room with any meeting platform, and enabling robust security, privacy, and data control, Pexip also integrates secure video workflows into mission critical processes in sectors such as healthcare and justice, where reliable and compliant communication is essential. These workflow integrations extend across other industries that depend on tailored, high assurance collaboration solutions.

Pexip has two main solution areas, powered by the Infinity software platform:

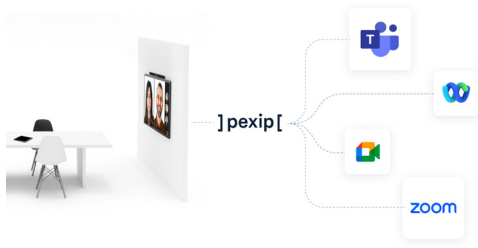
Pexip Secure & Custom Spaces
Video meetings that are self-hosted on-premises or in a private cloud



When complete privacy and control over data is required

hp | poly | NVIDIA | AVAYA

Pexip Connected Spaces
Connecting any video meeting room device to any meeting platform



When several video technologies need to work seamlessly together

Microsoft | Google | hp | poly | ZOOM | CISCO

Pexip is recognized for its strong alliances with leading technology providers, complementing and enhancing major meeting platforms to help customers maximize the value of their existing collaboration investments. The company has a people centric culture, guided by *The Pexip Way* and its success principles: think like world champions, keep all eyes on the customer, and promote healthy, sustainable ways of working.

Global presence



285

employees across 24 countries

300+

partners

3,000+

customers enterprise & public sector



Our mission and values

We provide seamless video communication to all organizations regardless of technology platforms and security requirements.

Powering the critical conversations that people rely on every day

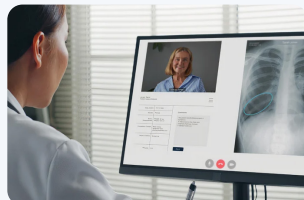
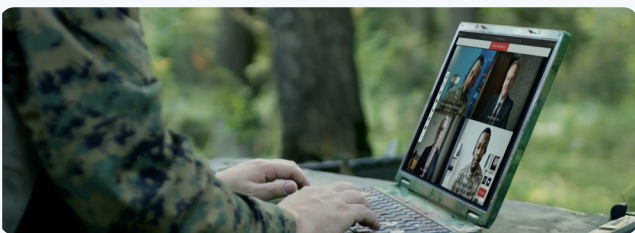
→ For health systems across the U.S., Europe and Australia, we enable doctor–patient calls, group therapy sessions, and counseling, delivering timely care to those who need it the most.

→ For Ministries of Justice, we accelerate hearings and remote testimony with secure video, helping cases progress more quickly for people awaiting resolution.

→ For governments worldwide, we make it simple and safe for citizens to reach their government, from benefits to urgent services, without unnecessary friction.

→ For NATO and allies organizations, we ensure trusted and consistent collaboration from command centre to the tactical edge, giving teams a decisive advantage in protecting democracy and our way of life.

Every day, we safeguard the world’s most confidential conversations. Our technology enables what matters most—human connection, decisive interaction and meaningful progress.



The Pexip way

Our company values are at the core of everything we do, and they define how we interact with each other, our customers and our partners daily.

They guide our business, our product development, and our brand. As our company continues to evolve and grow, scaling the Pexip Way is critical to our success.

Since day one, Pexip has had an open and inclusive work culture with equal opportunities for all. We are proud to represent a diverse workforce and we see diversity as a competitive advantage.

1

One Team

- We make each other better
- We respect, support and care for each other
- We appreciate diversity



No Bullshit

- We say it as it is
- We do what needs to be done
- We stand for honesty and integrity



Freedom & Responsibility

- We encourage initiative and innovation
- We are all leaders
- We act like owners



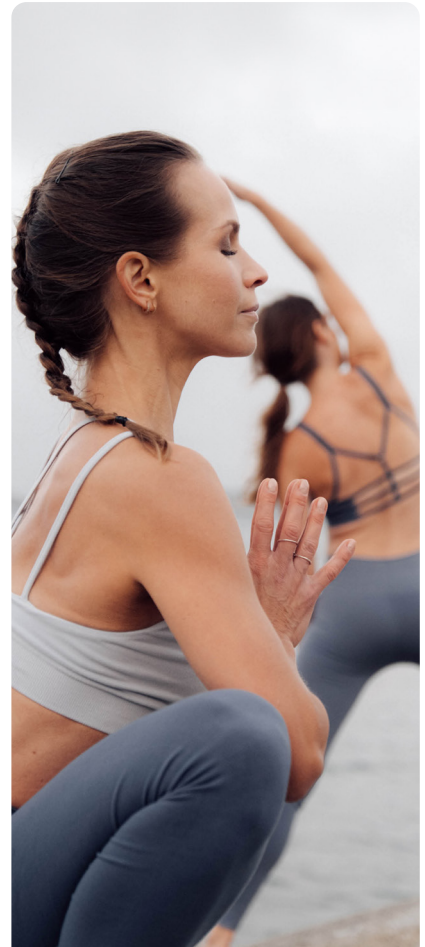
Professional & Fun

- We are committed to our partners & customers
- We are passionate and fun to work with
- We strive for excellence



Our success formula

The Pexip Way describes the underlying values for the company. Further we have built our own “success formula” in Pexip – designed to guide our specific mindset and behaviour toward a successful future.



Think like world champions

Mastering any skill takes discipline, patience, learning from failure—and the drive to show up and keep practicing. But it also takes ambition. Like world champions, you need goals worth chasing, dreams that push you forward, and the determination to give it your all. If you want to improve your mark, you have to work hard and practice every single day.

All eyes on the customer

Putting the customer first means more than solving problems—it means truly understanding them. We step into their world, listen with intent, and work to grasp the challenges they face. Only by connecting deeply and engaging consistently can we design solutions that meet real needs, deliver real value, and earn lasting trust.

Stay healthy

Health fuels performance—both in business and in people. We stay sharp by tracking our financial and organizational fitness, making sure we’re on course and moving forward with purpose. But true health also means supporting each other. That means promoting well-being, encouraging balance, and creating a safe, positive environment where everyone can thrive.

CASE STUDY

Team Aker Dæhlie

Pexip began its collaboration with Team Aker Dæhlie in 2022 to support the BEYOND program, a partnership that continues in 2025.

Team Aker Dæhlie is an ambitious, inclusive team bringing together athletes from cross-country skiing, long-distance running, all-round disciplines, emerging talents, and para-sport. The BEYOND program is about more than performance on the track. The program promotes a mindset of challenging conventions, continuous improvement, and inspiring others through action. It is founded on the belief that fear of failure should never limit progress.

This philosophy aligns closely with Pexip's values. We want the pursuit of big dreams and ambitious goals to be possible for everyone, regardless of

age, gender, disability, or nationality. That is why this collaboration matters to us. It reflects our commitment to equality, equal opportunity, and an inclusive culture.

We also draw inspiration from BEYOND. Its principles mirror key elements of our own success formula: thinking like world champions, focusing on what matters most, and building healthy, highperforming teams. For Pexip, this partnership represents more than sponsorship; it is a shared platform for engagement, learning, and positive impact

We are proud to be part of Team Aker Dæhlie's journey and look forward to the season ahead and look forward to continued collaboration that promotes growth, community, and meaningful results.



List of subsidiaries, branches and sites

| Name | Registered Address | Legal form | NACE sector code | Size balance sheet IFRS 31.12.2025 (MNOK) | External Turnover 2025 (MNOK) | No. of employees | Country of primary operations |
|--------------------------------|--|---------------------------|------------------|---|-------------------------------|------------------|-------------------------------|
| Pexip Holding ASA | Lilleakerveien 2A 0283 Oslo Norway | Limited liability company | 62.100 | 2.152 | 0 | 0 | Norway |
| Pexip AS | Lilleakerveien 2A 0283 Oslo Norway | Limited liability company | 62.100 | 994 ¹⁾ | 735 | 84 | Norway |
| Pexip Inc | 13461 Sunrise Valley Dr Suite 160 Herndon, VA 20171 USA | Limited liability company | 62.100 | 434 | 470 | 65 | USA |
| Pexip Ltd | NOW Building Thames Valley Drive Thames Valley Park Reading, Berkshire RG6 1RB United Kingdom | Limited liability company | 62.100 | 142 | 0 | 64 | UK |
| Pexip Australia Pty Ltd | Suite 1002, 120 High Street North Sydney NSW 2060 Australia | Limited liability company | 62.100 | 33 | 0 | 12 | Australia |
| Pexip France SAS | 10 Avenue Kléber 75016 Paris France | Limited liability company | 62.100 | 33 | 0 | 11 | France |
| Pexip Sweden Branch | Tellusgången 1 126 26 Hägersten Sweden | Branch of Pexip AS | 62.100 | | 0 | 10 | Sweden |
| Pexip Spain S.L. | Paseo de la Castellana 200 28046 Madrid Spain | Limited liability company | 62.100 | 18 | 0 | 9 | Spain |
| Pexip Singapore Pte Ltd | #05-35 Paya Lebar Square, 60 Paya Lebar Road, Singapore 409051 | Limited liability company | 62.100 | 24 | 0 | 7 | Singapore |
| Pexip Germany GMBH | c/o Beiten Burkhardt Ganghoferstrasse 33 80339 München Germany | Limited liability company | 62.100 | 31 | 0 | 7 | Germany |
| Pexip Belgium N.V | Zuiderlaan 1-3/bus5 9000 Gent Belgium | Limited liability company | 62.100 | 32 | 23 | 7 | Belgium |
| Pexip Netherlands BV | Papendorpseweg 100 3528 BJ, Utrecht Netherlands | Limited liability company | 62.100 | 13 | 0 | 4 | Netherlands |
| Pexip Italy S.R.L. | Pexip Italy S.R.L. Bastioni di Porta Nuova 21 20121 Milan Italy | Limited liability company | 62.100 | 9 | 0 | 3 | Italy |
| Pexip Japan GK | Villa Shibadaimon 6F, 2-3-7 Shibadaimon Minato-ku, Tokyo 105-0012 Japan | Limited liability company | 62.100 | 6 | 0 | 2 | Japan |

The headquarters of Pexip is in Oslo, Norway. Internal revenues are eliminated from turnover. However, internal receivables and debt are not eliminated from balance sheets for the different subsidiaries.

¹⁾ Preliminary number

Sustainability in Pexip

We believe that video conferencing will contribute to a sustainable future, from reducing carbon emissions due to reduced travel, reducing e-waste and network usage, to providing a better work-life balance for our employees, business partners and customers. At Pexip, we work to ensure that our ESG responsibilities convert into positive outcomes.



Sustainability - certifications

Pexip holds a sustainability certification with EcoVadis, which is a globally recognized sustainability assessment platform that evaluates companies on their environmental, social, ethical and governance practices. The rating is based on documented policies, actions and performance and provides an independent benchmark of a company's sustainability management system.

For 2025 we achieved a score of 53, reflecting continued progress and an improvement from last year's score of 50. The increase demonstrates our ongoing commitment to strengthening our sustainability practices and continuously enhancing our ESG performance. Pexip has been awarded a Commitment Badge which is for enterprises with a scoring above 45.



Reporting frameworks

Pexip performed a double materiality assessment in preparation for the mandatory ESG reporting according to the CSRD directive from the financial year of 2025. However, an Omnibus from EU on February 26, 2025 introduced changes to the timeline and extent of the mandatory reporting. Enterprises with less than 1000 employees or revenues below 450 million Euro are not required to report according to this standard, and Pexip falls within this group.

For 2025 and onwards Pexip has therefore decided that our sustainability reporting will be based on the voluntary VSME standard basic module from European Financial Reporting Advisory Group (EFRAG). The reporting will also be, as in previous years, in accordance with the GRI standards and the Sustainability Accounting Standards Board (SASB)'s Software and IT Services Standards based on materiality analysis carried out in earlier years.

Omission due to intellectual property, know-how or innovation

No information has been withheld due to intellectual property, know-how or innovation purposes.

VSME standard

The VSME (Voluntary Sustainability Reporting Standard for SMEs) is a voluntary sustainability reporting framework created for small, and medium-sized enterprises. The standard provides an accessible way to disclose environmental, social, and governance (ESG) information without

the complexity of full regulatory standards. The standard has a modular structure with a Basic Module (core disclosures) and a Comprehensive Module, helping SMEs to respond consistently to demands from banks, investors, customers and other stakeholders.

Pexip will report according to the VSME standard basic module guided by the double materiality assessment that we have completed.

GRI standards

The 2025 Pexip sustainability report is also based on material ESG topics that were deemed significant based on the materiality assessment from 2020 that was aligned with the GRI.

Double Materiality Assessment (DMA)

Pexip's double materiality assessment (DMA) process was performed in accordance with CSRD guidance and requirements.

The double materiality assessment shows how Pexip impacts the environment and society i.e., impact materiality (inside-out perspective), and how sustainability issues can have a financial impact on the organisation i.e., financial materiality (outside-in perspective). The materiality assessment identifies the areas that are strategically important for Pexip as well as the sustainability topics the organization should follow up. Below are a description of the DMA process and the outcome of the assessment.

Double Materiality process

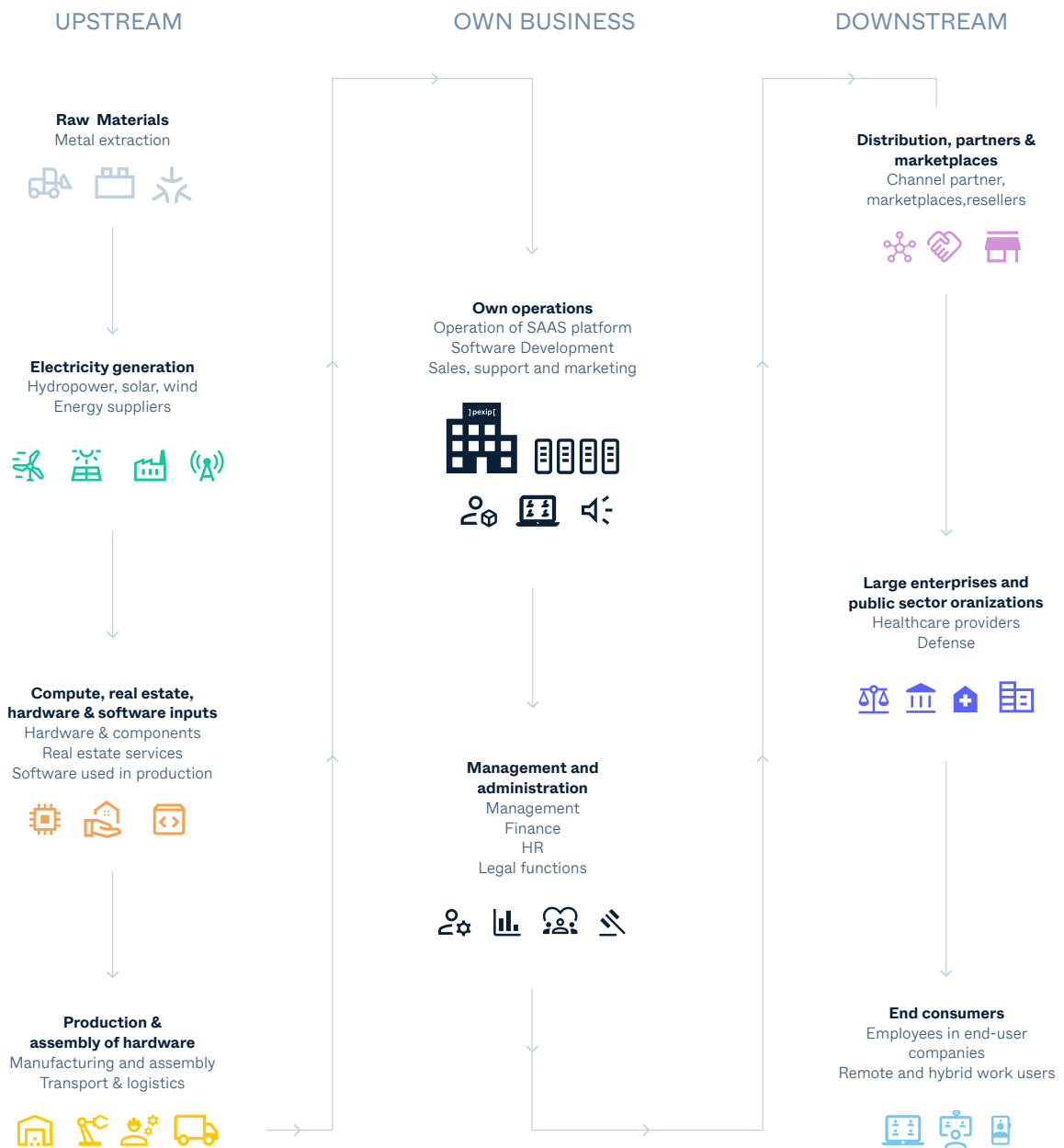
Pexip followed a four-step methodology.

Step 1

Understanding the business, value chain and related activities

This step involved describing our value chain. The purpose was to get a better understanding of the impacts from activities in the value chain. Key internal and external stakeholders were also identified.

The value chain of Pexip can be illustrated the following way:





Step 2

Identify relevant Impacts, Risks and Opportunities (IROs)

This phase involved identifying impacts, risks and opportunities through desktop analysis, evaluation of risk picture, peer and industry analysis, media analysis and stakeholder engagement. See overview of stakeholder engagement in appendix on page 40.



Step 3

Assess materiality of the IROs

This step involves defining criteria for assessing and scoring the Impacts, Risks and Opportunities (IROs). The scoring was done separately for impacts and for risks and opportunities. Each IRO states whether it relates to own operations or to the value chain, and which time horizon it refers to; short, medium and long-term.



Step 4

Determine thresholds for material areas

Step 4 entailed setting thresholds for what is deemed material and relevant for Pexip. When setting thresholds, we considered the existing risk matrix for Pexip as well as doing quantitative and qualitative considerations, and also considered input from key stakeholders



Material topics identified in DMA

The following topics were determined to be material for Pexip:



Environment

ESRS E1 Climate change

- ✓ Climate change mitigation
- ✓ Climate change adaptation
- ✓ Energy



Social

ESRS S1 Own Workforce

- ✓ Working conditions
- ✓ Equal treatment and opportunities for all
- ✓ Other work-related right

ESRS S4 Consumers and end users

- ✓ Information-related impacts for consumers and/or end-users



Governance

ESRS G1 Business Conduct

- ✓ Corporate culture



Entity specific

SASB Software and IT services standard

- ✓ Cyber security
- ✓ Intellectual property protection & Competitive behaviour

We have concluded that Pexip's has both positive and negative impact on climate change from emissions of CO₂. Pexip has a negative impact related to the production of computing power for our software-as-a-service and for our customer's self-hosted software. This is due to some server parks being run on fossil fuels or consuming most of the renewable energy in certain geographical areas. The server parks also consume a lot of energy. Pexip has a positive impact on CO₂ emissions and climate change by replacing travel with video calls, and by providing solutions for interoperability that prolongs the lifetime of proprietary video hardware.

Pexip's negative environmental footprint is mainly based on purchases of computing power from server parks. We therefore calculated the size of the area covered by servers producing computing power for Pexip and our customers. Based on our calculations we found that the servers producing computing power for Pexip and our customers covered an area of approximately 300 sqm as of 31.12.2024. This is a quite small area which implies that Pexip's negative environmental footprint is limited. See calculation of server area in appendix on page 41. We therefore concluded that Pexip's impact related to the other environmental standards like pollution, water and marine resources etc. were immaterial.

Our employees are our greatest strength, and attracting and retaining a global, diversified, and skilled workforce is paramount to Pexip's success. The standard ESRS S1 Own Workforce was therefore considered to be material both from an impact perspective but also from a financial perspective. In addition, the standard ESRS S4 consumers and end-users was evaluated as material since Pexip has both impacts but also opportunities and risks related to privacy, access to information and health and safety for our customers and end-users.

Other social standards like Workers in the value chain and Affected communities were considered immaterial from both an impact and financial perspective based on Pexip's relative size of purchases and limited footprint in the local

communities. The Business Conduct standard ESRS G1 was material both from an impact and financial perspective mainly since Pexip has favorable corporate culture that is considered material and important to succeed. In addition to the ESRS standards we added cyber security and protection

of intellectual property from the SASB standard as an entity specific standard since these factors are relevant and represent a material risk for Pexip.

The negative and positive impacts, as well as risks and opportunities identified in the short, medium and long term are listed in the table below.

| Material topic | Impacts, risks and opportunities | Relevance for Pexip | Value chain (Upstream U, own operations O, Downstream D) | Short-, medium or long term | Actual or potential impact |
|---|----------------------------------|---|--|-----------------------------|----------------------------|
| Climate change (E1) | | | | | |
| Climate change mitigation | Negative impact | Emissions of GHG from server parks producing computing power for Pexip's SaaS and customers' Infinity deployments. | UOD | S,M,L | A |
| | Positive impact | Video can replace airplane travels and commute and hence reduce GHG emissions. | D | S,M,L | A |
| Climate change adaption | Positive impact | Pexip develops software that prolong lifetime of older video hardware which reduces waste and is favourable for climate. | UOD | S,M | A |
| Energy | Negative impact | Pexip uses energy to run our SaaS, and our customers use energy to run video software on their own servers. | UOD | S,M,L | A |
| Own workforce (S1) | | | | | |
| Working conditions | Negative impact | Restructuring over the last years which has negatively impacted the employees feeling of job security. | O | S,M | A |
| | Risk | Risk of losing key employees due to feeling of job insecurity after restructuring. | O | Short | |
| | Positive impact | Working time. Employees enjoy the flexibility to choose when and where to work. | O | S,M | A |
| | Negative impact | Social dialogue is challenging in an international company with employees in multiple countries and timezones. | O | S,M,L | A |
| | Positive impact | Pexip's focus on work-life balance and family-related leave has a positive impact and has a spillover effect outside of Norway. | O | S,M,L | A |
| | Positive impact | Pexip employees have favourable health and safety schemes and insurances. | O | S,M,L | A |
| Equal treatment and opportunities for all | Negative impact | Lack of diversity with high share of male employees in the business. | O | S | A |
| Other work related rights | Negative impact | There is an inherent risk of data security and for leakage of private information for employees. | O | S,M,L | A |

| Material topic | Impacts, risks and opportunities | Relevance for Pexip | Value chain (Upstream U, own operations O, Downstream D) | Short-, medium or long term | Actual or potential impact |
|--|----------------------------------|---|--|-----------------------------|----------------------------|
| Consumers and end users (S4) | | | | | |
| Information-related impacts for consumers and/or end user | Negative impact | There is an inherent risk of a privacy incident by using our software. | D | S,M,L | P |
| | Positive impact | Pexip operates a secure solution which might protect the privacy of our customers. | D | S,M,L | A |
| | Risk | Financial risk of leakage of privacy data. | O | S,M,L | |
| | Opportunity | Pexip sells a secure video software which is an opportunity for sales to defense and others sectors with high requirements to privacy and security. | O | S, M, L | |
| | Positive impact | Pexip sells video software which can improve internal communication and access to quality information. | D | S,M,L | A |
| Business conduct (G1) | | | | | |
| Corporate culture | Positive impact | Corporate culture facilitates innovation, efficiency and ability to compete and cooperate with big tech enterprises. | O | S,M,L | P |
| | Opportunity | The corporate culture that fosters innovation represent a financial opportunity for Pexip. | O,D | S,M,L | |
| Management of relationships with suppliers including payment practices | Positive impact | Pexip pays suppliers on time, and has a good credit rating. | UO | S,M,L | A |
| Cyber security (entity -specific) | | | | | |
| Data security | Negative impact | The risk of a cyber attack is quite high and a potential attack could severely damage Pexip. | UOD | S,M,L | A |
| Control over IP | Negative impact | Control over IP is of high importance and risk of IP theft, infringement lawsuits or challenge of patents can threaten company's competitive advantage. | O | S,M,L | A |

Environment

Greenhouse Gas (GHG) Emissions and Energy

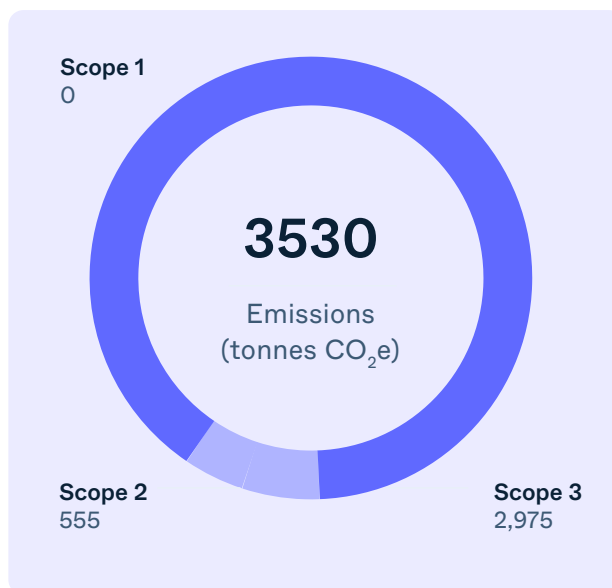
Pexip is committed to reducing Greenhouse Gas emissions (GHG) across the value chain, and to enable our customers to reduce their emissions by using Pexip software and technology.

Emissions of CO₂

The direct climate footprint of Pexip is quite limited. In 2025, 84% of the emissions came from indirect emissions related to our value chain (scope 3), mainly related to hosting service providers, software and equipment, other professional services, and marketing. These were calculated on a spend-basis as 2,975 (4,496) tons carbon dioxide equivalents (CO₂e). Similarly to last year’s calculations, the emissions factors used for GHG calculations reflect global averages and have been obtained from the source Exiobase. Therefore, GHG calculations are relatively comparable. However, since last year we have updated the Exiobase version to reflect inflation-adjusted 2025 prices. The emission factors have therefore changed compared to last year, when factors from 2019 were used, which impacts the calculations.

As observed in recent years, there is a downward trend in our emissions: Pexip’s Scope 3 GHG emissions decreased by 34% in 2025 compared to 2024. This decrease is mainly linked to the updated emission factors. Overall spending remained stable compared to last year. There was increased spending on travels, leasing and other operating expenses, which was offset by a reduction in spending on professional services and sales and marketing.

Pexip had no material direct emissions (scope 1) and our indirect emissions (scope 2) were primarily related to energy used in our offices. The indirect energy emissions (scope 2) were calculated on a location basis, as 555 tons CO₂e (398). The increase in emissions compared to last year is due to a slight increase in electricity consumption as well as we have updated the emissions factors (g CO₂e/kWh) to 2024 factors for the different geographical regions that we operate in.



GHG Intensity per revenue

Below is Pexip’s GHG intensity calculated by dividing gross greenhouse gas (GHG) emissions from scope 2 by turnover in monetary units.

| GHG Intensity per revenue | 2025 |
|--|-----------|
| Net revenue used to calculate GHG intensity (1000) | 1 228 286 |
| Total GHG emissions Scope 2 (location based) (TCO ₂ eq) | 555 |
| Total GHG emissions (location based) per net revenue (TCO ₂ eq/000 NOK) | 0.000452 |

Pexip’s GHG intensity per revenue is low due to the nature of our own operations with limited use of electricity and other energy sources.

Energy consumption

Pexip’s own energy consumption can be illustrated by the following table.

Total energy consumption in MWh.

| | Renewable | Non-Renewable | Total |
|--|-----------|---------------|-------|
| Electricity as reflected in utility billings | 1 375 | 1 126 | 2 501 |
| Fuels | 0 | 26 | 26 |

For Norway approximately 99% of electricity comes from renewable sources. However, since Pexip has not bought guarantees of origin for electricity purchased for our office only electricity for district heating and district cooling is considered renewable, which is a highly conservative estimate. This means that only 56% of the energy consumption in Norway is considered to be from renewable sources. Energy consumption from fuels is related to company cars in Belgium.

Sustainable innovation

The information and communication technology (ICT) sector is experiencing high growth and there is an increased need for network and data centre capacity to support Internet access.

Pexip is committed to developing video solutions that require less network resources and more efficient computing power usage. Pexip's patented video platform has the most efficient implementation of any Intel-based transcoding technology. Pexip utilizes machine learning and data routing for efficient data processing and allows for bursting with virtual servers. Pexip Service is elastic and can create and remove additional capacity in response to demand in your cloud of choice. The distributed deployment model is also bandwidth efficient. These aspects provide three to four times more effective usage of network, computing power and power over alternative solutions. This equates to cost savings for organizations as well as a reduction in the resources needed to power video meetings.

Pexip enables video conferencing systems, laptops, mobiles, and webcams to be as "smart" as the latest cutting-edge AI meeting products. This allows Pexip customers to scale the benefits of AI across their entire hybrid workforce, eliminating expensive training and technical support associated with the adoption of new systems.

Pexip uses low-carbon and carbon-neutral cloud providers

The Pexip Service runs in a shared cloud, eliminating the need for company-specific servers. Computing energy is leveraged on demand on a global basis so

fewer resources are wasted idly waiting for use. Pexip buys computing power from suppliers which base their operations mainly on renewable energy resources.

The flexibility of the Pexip platform allows Pexip customers to choose the cloud provider that best fits their environmental strategy. Hosted solutions provided by Pexip use low-carbon and carbon-neutral cloud providers such as:

- Microsoft : "By 2030, Microsoft will cut its emissions by more than half compared to 2020 and remove more carbon than it emits. "By 2050, we will remove the same amount of carbon we have emitted operationally since our founding in 1975" ¹.
- Google: "In 2024, we reduced our data centre energy emissions by 12% compared to 2023. We achieved this reduction despite our data centre electricity consumption increasing 27% year-on-year due to the growth of our business and increasing product adoption, including AI."²

Pollution and biodiversity

Pexip has no material emissions of pollutants to air, water and soil from own operations.

Pexip has offices in cities and suburban areas and to our knowledge we have no leased offices close to biodiversity sensitive areas.

Water withdrawal

Pexip's own operations require very limited use of water. Pexip's total water withdrawal was approximately 1.265 m3 in 2025. The main offices in Oslo, Reading and Herndon are situated in areas with low or moderate water stress. However, we have a few offices located in areas with high water stress like Singapore, Sydney and Madrid and the water withdrawal in these areas is approximately 173 m3.

Resource use, circular economy and waste management

Pexip's Connected Services provides interoperability and new functionality to proprietary video

¹Microsoft [2025 Environmental Sustainability Report](#)

² [Google 2025 Environmental Report - Google Sustainability](#)

endpoints. In this manner the older video endpoints can continue to be relevant and communicate with modern video conferencing systems. These video endpoints would otherwise be replaced with modern video conferencing systems to be applicable. The functionality that Pexip is offering is therefore prolonging the lifetime of older video endpoint and provides an alternative to the “rip and replace” cycle that leads to e-waste. By providing customers with the means to upgrade and reuse existing technology, Pexip helps reduce the negative impact on the environment.

Pexip has a company policy where we recycle computer equipment and equipment from datacentres. For hard disks from servers and for laptops we remove the storage device and destroy these according to our ISO policy before the

equipment is delivered to recycling. IT equipment abroad is sent to local recycling. Outdated laptops that are still usable are sold to employees for private use. Pexip has over the last years outsourced production of computing power, and our own operations therefore generates less waste of servers and other electrical equipment than before. Old servers that previously were used in our own datacentres are now rebuilt to be used as servers for testing of new functionality developed for the Infinity software.

In 2025 Pexip generated approximately 36.200 kg of waste, of which 2.000 kgs is classified as hazardous and 34.200 as non-hazardous. The hazardous waste is mainly mixed electrical and electronic waste, fluorescent tubes and small batteries.



Social

The Pexip Way outlines how people shall experience Pexip, and our values guide how the company recruits, develops, and leads. By focusing on employee development, culture, leadership, wellness, diversity, and equality, Pexip is investing in the future.



Talent Attraction and Retention

Stable workforce and profitable growth

Pexip aims to be a leading People organization in the industry and focuses heavily on people and a culture of accountability and performance. Pexip has worked to optimize its operations during 2025. At the end of the year the number of employees was 285 (282), of which 224 were male and 61 were female. The employees are situated in 24 countries.

In 2025 Pexip had an employee turnover of 8,5%. The corresponding number for 2024 was 13,7% of the workforce.

Communication and collaboration

Pexip's employees are geographically spread over different continents and time zones. Efficient internal communication is therefore important

to achieve alignment in strategy and to ensure consistency and a sense of community across all our locations, as well as to induce increased culture building. Pexip has an extensive internal dialogue with our employees which includes bi-yearly PexTalks that leaders have with their employees and quarterly employees' surveys (eNPS). The participation rate in the eNPS survey is high as well as the rating, which indicates that Pexip has a favourable working environment.

Pexip hosts annual kick-offs and weekly all-hands meetings. The all-hands meetings have diverse agendas; deep diving into different aspects of the Pexip way, as well as providing information from sales, engineering, and other teams. These events are held as a mix of live streaming, recordings and in-person interactions.

Training

Pexip's ambition is to retain key and skilled employees, and learning and development is a critical success factor for both employee engagement and business success. Cyber security is of paramount importance in Pexip, and all employees completed the Security Awareness Training in 2025. New hires go through a three-day orientation program for to secure successful onboarding, ensuring employees settle in quickly and feel they are truly part of Pexip from day one. New leaders also go through a specific leadership program. Pexip hosts leadership labs, lunch & breakfast learning sessions about diverse subjects, and engineering hosts Hackathons and

weekly technology updates. Learning sessions are also incorporated in the annual kick offs and in the weekly all-hands meetings. We have a comprehensive e-learning platform, which delivers a series of training programs to help develop employees, customers, and channel partners, as well as comply with ISO 27001 regulated training.

Pexip register hours of training in some specific departments, but not across the whole company. Based on the registered training in these specific departments, we estimate that each employee, both males and females, has gone through 35-40 hours of training on average in 2025.

100%

of employees completed the Security Awareness Training in 2025.



Diversity

Diversity and inclusion create value

Pexip is an equal opportunity employer who evaluates applicants regardless of an individual’s age, race, color, gender, religion, national origin, sexual orientation, disability, or veteran status. Everyone we hire will receive the same possibility for training, compensation and promotion. Pexip believes that diversity and inclusion create value. An inclusive workforce leads to diversity in thinking - a key driver for innovation and growth. Pexip’s goal is to offer equal opportunity, safety and a risk-free working environment fostering individual growth and joy at work.

More details about our Equal Employment Opportunity Policy can be found in our Code of Conduct at <https://investor.pexip.com/corporate-governance/corporate-governance-policy>

Our diversity, equality and inclusion by numbers

At the end of 2025, 21% (20%) of Pexip’s employees were women. 40% (40%) of our board members are women, and 38% (29%) of our senior leadership team were female.

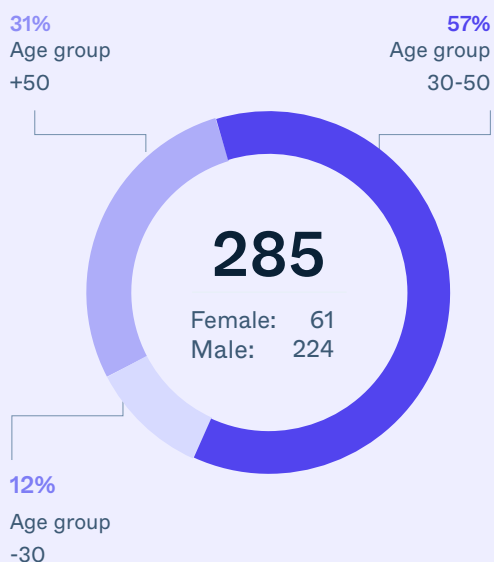
Most of our employees, 57% (63%), are aged from 30-50 with 50% (57%) of the executive team aged over 50 years. The board is comprised of 40% aged 30-50 years old and 60% over 50.

Pexip has a long-term ambition to increase the share of women, aligned to the gender balance in the industry. The telecom industry has traditionally been male dominated, especially in technical or commercial roles. Pexip is trying to mitigate this by focusing on better diversity in the recruitment, development and promotions processes.

| End of 2025 | Gender (% female) | Age | | |
|---------------|----------------------|-----|-------|-----|
| | | <30 | 30-50 | 50+ |
| Board | 40% | 0% | 40% | 60% |
| Executive | 38% | 0% | 50% | 50% |
| All employees | 21% | 12% | 57% | 31% |

| End of 2025 | Gender (% female) | Total employees |
|-------------|----------------------|-----------------|
| Europe | 20% | 199 |
| Americas | 26% | 65 |
| APAC | 24% | 21 |

Total number of employees



For further details on Pexip’s employees, see the Annual Report 2025.

Employees by gender and country

Pexip's own workforce consists primarily of permanent employees. In addition, the company hires consultants or contractors in countries without a permanent establishment, as well as for specific projects with a set duration requiring specific skills.

The employees are situated in 24 countries. The number of employees split by gender, country and temporary or permanent employment is shown in table below:

| Country | Total number of employees | FEMALE | | | MALE | | | TOTAL | | |
|--------------|---------------------------|---------------------|---------------------|-----------|---------------------|---------------------|------------|---------------------|---------------------|------------|
| | | Permanent employees | Temporary employees | Total | Permanent employees | Temporary employees | Total | Permanent employees | Temporary employees | Total |
| Norway | 74 | 23 | 0 | 23 | 49 | 2 | 51 | 72 | 2 | 74 |
| UK | 63 | 5 | 0 | 5 | 58 | 0 | 58 | 63 | 0 | 63 |
| USA | 63 | 17 | 0 | 17 | 46 | 0 | 46 | 63 | 0 | 63 |
| Australia | 12 | 3 | 0 | 3 | 9 | 0 | 9 | 12 | 0 | 12 |
| France | 11 | 2 | 0 | 2 | 9 | 0 | 9 | 11 | 0 | 11 |
| Sweden | 10 | 3 | 0 | 3 | 7 | 0 | 7 | 10 | 0 | 10 |
| Spain | 9 | 2 | 0 | 2 | 7 | 0 | 7 | 9 | 0 | 9 |
| Belgium | 8 | 1 | 0 | 1 | 7 | 0 | 7 | 8 | 0 | 8 |
| Germany | 7 | 0 | 0 | 0 | 7 | 0 | 7 | 7 | 0 | 7 |
| Singapore | 5 | 1 | 0 | 1 | 4 | 0 | 4 | 5 | 0 | 5 |
| Others* | 23 | 4 | 0 | 4 | 13 | 6 | 19 | 17 | 6 | 23 |
| Total | 285 | 61 | 0 | 61 | 216 | 8 | 224 | 277 | 8 | 285 |

*Others include Italy, Netherlands, Ukraine, Poland, Canada, Bulgaria, Japan, Denmark, Portugal, Finland, Hungary, Romania, India and South Korea.

Compensation metrics

Adequate wages

ILO defines an adequate wage as a wage that meets the needs of a worker and their family, considering the national economic and social conditions of a country. Pexip is committed to paying fair wages above the local living wage and offering attractive benefits to employees, relevant to each respective market. Pexip's pay setting practices vary by market, in line with local legislation and practices. Based on this, we consider that all employees in Pexip are paid adequate wages. Going forward Pexip will evaluate the approach to adequate wages, and if required, strengthen the monitoring of wage levels across the different markets.

Pexip do not perform collective bargaining with representatives from the unions, and hence no employees are covered by collective bargaining agreements.

Gender pay gap

The gender pay gap is defined as the difference in median total compensation for 2025 between female and male employees in Pexip, expressed as a percentage of the median pay level of male employees.

Gender pay gap

2025

Gender pay gap

20%

For 2025 the pay gap between female and male employees was 20%. This is mainly due to male employees being overrepresented in roles with higher salaries, as opposed to salary differences between comparable roles.

CEO compensation ratio

The CEO compensation ratio compares the total compensation for the CEO or highest-paid individual to the median total compensation for employees in Pexip, excluding the highest-paid individual. Compensation in local currencies have been converted to NOK without any adjustment for purchasing power. Total compensation is annualised and includes base pay, holiday pay, commission and bonus. Other benefits and pension are not included in the calculation.

| CEO compensation ratio | 2025 |
|------------------------|------|
| CEO compensation ratio | 4.59 |

Health, Safety and Wellbeing

Wellness initiative

Pexip has established several wellness initiatives. Pex-Wellness is a shared online chat to build community and strengthen wellbeing. The initiative is employee-led, and engagement is high, with frequent sharing and suggestions for workouts, healthy eating and hobbies. We also arrange joint

workout sessions, golf courses, cooking classes, wine tasting and other training to promote wellness and health.

Health and safety performance

No work-related illnesses or accidents were reported in 2025, nor any fatalities because of work related injuries or work-related ill health. In 2025, the average sick-leave was 0.7% (2024: 0.6%). In 2025 there were 83 (81) employees that had been on sick leave with a total number of sick days of 435 (442).

Incidents, complaints and severe human rights impacts

A whistleblower mechanism is established for employees to safely report unethical behavior or legal violation. The employees are informed about this channel through the new hire training. The process is operated by a third-party international audit firm to ensure anonymity and integrity. Complaints are received by the Whistleblower committee consisting of the Chief People Officer and the Chief Financial Officer.

There have been no severe incidents relating to employees during 2025 and no complaints were received on the Whistleblower Channel.



Our impact on society

Digital Inclusion and Positive Industry Impacts

Digital inclusion can be ensured by designing features that promote meeting equity, a consistent user experience and levelling the playing field for all meeting participants.

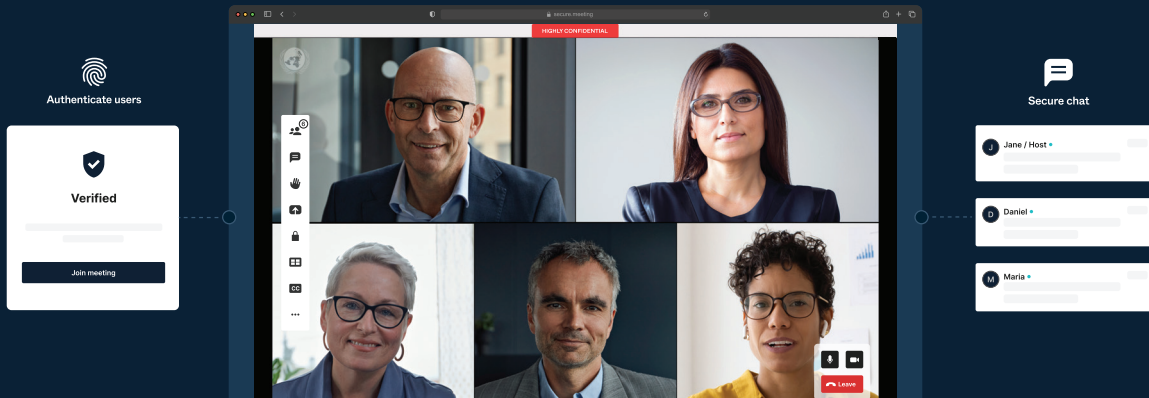
Pexip makes sure every participant is seen, heard, and included in meetings with its AI-powered, Adaptive Composition experience. Pexip automatically detects faces, frames them by cropping/zooming/tilting/panning, and arranges the layout to give large groups and active speakers more screen time. Adaptive Composition results in better eye contact and more natural face-to-face conversation. Pexip solves this with its core technology at the platform level, providing a device-agnostic solution that works with any technology. This has several advantages including:

- AI can be applied to any video image regardless of which endpoint originated the image, including legacy hardware endpoints and video sent from soft clients and mobile devices. This removes the need for new hardware and enables reuse of existing video infrastructure, which is more sustainable.
- Graphics Processing Units (GPUs) in the cloud, as opposed to having a GPU built into every endpoint, can reduce the cost of the endpoints.

The use of AI and machine learning carries with it risks of discrimination, including the risk that darker skin tones may not be recognized. Pexip is aware of and has tested for that risk, including training our models on diverse data sets to reduce possible bias.

In 2024 Pexip also introduced AI-powered translation in video meetings. Having the ability to provide closed captioning in video meetings makes video meetings more accessible for the hearing impaired and is a steppingstone to provide live translation to overcome language barriers.

Pexip also furthers digital inclusion by creating more accessible meetings. It complies with accessibility standards AA WCAG 2.2, Section 508, EN 301549, Americans with Disabilities Act, and Accessible Rich Internet Applications (ARIA), and includes features like high-contrast mode, screen reader support, and customizable UI elements such as colors and text. Performing searches in the user interface is another area where design plays an important role. Accessible design can help empower users to find what they are looking for as quickly as possible while also giving those with impairments or disabilities an easier way to navigate the system.



Pexip ensures the color scheme used for displaying search results is color blind-friendly and easily accessible. Customers can also integrate Pexip with other solutions, including closed captioning and transcriptions to improve accessibility. Each of these capabilities improves usability for people with disabilities so they have an equal seat at the table.

Pexip provides access to multiple meeting solutions while minimizing contact with surfaces to create a safer workplace. Individuals and organizations have their own preferences for meeting solutions, creating a mixed collaboration landscape that can make it difficult or impossible to join others' meetings. In addition, organizations need solutions that minimize contact with surfaces to promote a safer workplace. Pexip solves these challenges with One-Touch Join and MeetingConnect. One-Touch Join enables users to dial into any video meeting by pushing one button. MeetingConnect on a smartphone allows a user to walk into a room, scan a QR code, and join any scheduled or unscheduled/ad-hoc meeting.

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 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. 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 31.12.2025. The due diligence was performed on all suppliers above a set threshold of NOK 1 million in annualized cost, covering 64 suppliers during 2025. The threshold was set based on a materiality assessment, and a decision to include the main suppliers which stands for 81 % of Pexip's purchases in 2025. Of the 64 suppliers reviewed, five suppliers came out with a medium risk and seven 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 as well as one Job Consultancy firm in India. Seven suppliers classified as high risk 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. 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 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.

Supply Chain Management

All suppliers must go through a standardized vetting process to ensure that they are compliant with Pexip’s requirements before they are onboarded. Pexip expects all suppliers, which we have a direct contractual relationship with, to comply with our Supplier Code of Conduct, including any environmental, social and governance requirements.

In developing our Supplier Code of Conduct, we have been guided by internationally recognized standards. To achieve our goal of a sustainable supply chain, we will favor suppliers that operate consistently with our ESG policies. Ethical business and employment practices, diversity and the environmental impacts of their operations, including the use of renewable energy and GHG emissions, are key considerations. In 2025 we engaged in formal or contractual business activities with approximately 650 suppliers. There were no confirmed breaches of our Supplier Code of Conduct.



Governance

Pexip is committed to conducting all business transactions in a proper and ethical manner and has published appropriate policy documents that set out Pexip's ethical business standards.

Pexip has not had any convictions or fines incurred for the violation of anti- corruption and anti- bribery laws in 2025.

Data Security and Privacy

Pexip has a global Security and Privacy Policy which affirms the direction, principles, and basic rules for information security and privacy management at Pexip. This document is based on guidance from ISO/IEC 27002:2022 and ISO/IEC 27003:2017. This document applies to all Pexip personnel, all Pexip information processing facilities and all Pexip information assets. The target audience for this document is the Pexip workforce and interested parties to the ISMS seeking to understand Pexip's policy on information security and privacy. The objective is to ensure the confidentiality, integrity and availability of information and information processing facilities within our care. Pexip is responsible for protecting the privacy and ensuring the security (Confidentiality, Integrity, and Availability) of information and intellectual property at Pexip. Equally important Pexip want to deserve the trust that our customers, partners, and others extend to us.

This policy balances information security practices and business needs and helps our organisation meet our legal obligations and the expectations of our partners and customers. Accordingly, Pexip commits that it will:

- comply with applicable privacy and data protection laws;
- balance the need for business efficiency with the need to protect sensitive, proprietary, or other confidential information from undue risk;
- grant access to sensitive, proprietary, or other confidential information only to those with a need to know and at the least level of privilege necessary to perform their assigned functions;
- remain in full compliance with the requirements of the ISO/IEC 27001:2022 and 27701:2019 standard;

- document our compliance-related activities and efforts, in accordance with the documentation requirements of the ISO/IEC 27001:2022 and 27701:2019;
- manage and maintain compliance-related documentation per required document retention periods, in accordance with Pexip's document retention policy; and
- implement, maintain and improve the technical and organisational security and privacy measures necessary to deliver products and services to our customers with the appropriate level of security.

The policy owner of the Privacy Policy is the Chief Executive Officer.

Providing security-first video communication for partners and customers

The Company offers security-first, enterprise-grade video conferencing solutions using industry-standard encryption and security protocols to maintain privacy and security.

Pexip's solutions can be configured to meet the internal security requirements of each customer and the Pexip platform helps organizations ensure business continuity, maintain full transparency, and control of meeting data and rely on superior audio and video. Organizations have full data sovereignty, and meeting details and patterns are never exposed to third parties, making it easy to comply with any regional data storage and transit requirements. In addition, the solution can be hosted on-premises and be configured to operate without an internet connection. Hosting on-premises ensures that organizations can communicate if a primary solution fails or if communication is lost due to network outages, natural disasters, or digital attacks.

Pexip holds multiple data security and privacy certifications.

Pexip is independently ISO/IEC 27001 and ISO 27701 certified, the international standard for Information Security Management. Pexip initially obtained the ISO 27001 certification in 2020, awarded to companies who meet rigorous standards of information security and data

protection. The newer ISO 27701 certification requires companies to implement, maintain, and continually improve a Privacy Information Management System. Pexip's achievement of ISO/IEC 27001:2022 certification is a fundamental component of Pexip's mission to be seen as reliable and trustworthy amongst our customers from both a security and compliance standpoint. Pexip is audited once a year for compliance by a third-party accredited certification body, providing independent validation that our security controls are in place and operating effectively. As of November 2024, Pexip has transitioned to the 2022 version of the ISO 27001 standard.

Meeting the requirements of the standard demonstrates how Pexip maintains the highest levels of information security and takes ongoing steps to protect the data of its customers, partners and employees. All Pexip employees must comply with the ISMS security standards and take the security assessment as part of their onboarding, as well as renewing their certification annually.

In combination with Pexip's ISO certifications:

- ISO/IEC 27001:2022 – Information Security Management System (ISMS)
- ISO/IEC 27017:2015 – Additional security controls for Cloud Service Providers
- ISO/IEC 27018:2019 – Additional privacy controls for Cloud Service Providers
- ISO/IEC 27701:2019 – Privacy Information Management System (PIMS)

Pexip also meets or enables a comprehensive range of additional information security standards and privacy regulations, including:

- Federal Information Processing Standard (FIPS) 140-3 Inside CMVP #4724
- by United States (US) National Institute of Standards and Technology (NIST)
- CSA STAR Level One
- French CSPN Certification de Sécurité de Premier Niveau, by ANSSI
- Spanish CCN-STIC 105 CPSTIC approved product, by CCN Centro Criptológico Nacional
- CISA Secure Software Development Attestation

Pexip's Information Security Management Policy outlines the Company's robust approach and its expectations for information security, which ensures compliance with the above standards. The Policy outlines a set of technological, physical and organizational measures to protect data.

Business Continuity and Crisis Management

Pexip has implemented a business continuity management system that inherently interconnects with the Company's crisis management process.

Pexip's crisis management process focuses on addressing threats on people and public safety that could escalate or intensify risks of financial losses and reputational damage. Potential crises identified include:

- Natural disasters such as hurricanes, earthquakes, tsunamis and volcanic eruptions;
- Events caused by humans, such as fires, high level carbon footprint and hazardous material disposal all of which could have significant environmental impact over time;
- Other serious climatic events such as floods, snowstorms and droughts;
- Biological risks, including disease outbreak and pandemics;
- Intentional human-caused events such as violent acts, unrest and political tension leading to war; and
- Technological events such as disruptions and cyber-attacks.

In times of crisis, Pexip's executive leadership team, or crisis management committee, is engaged to determine and make appropriate decisions on the approach to mitigate the situation based on the devised strategy. This ensures overall coordination during a crisis, in a timely manner, with the goal of avoiding or minimizing damage to Pexip's profitability, reputation, and ability to operate.

For more detailed information on Pexip's approach and commitment to data security and privacy, see: <https://www.pexip.com/security>.

Ethical Business

Pexip’s corporate governance policy sets out clear ethical guidelines. These include expectations for personal conduct and the role of executive management to promote openness, loyalty and respect. The guidelines cover conflicts of interest, confidential information, influence, competition and the consequence of breaches. Pexip has not had any convictions and fines for corruption and bribery in 2025. The policies are publicly available on the Company’s website and employees are expected to adhere to the company policies.

Intellectual property

Pexip has established an Intellectual Property (IP) management function that captures, maintains, and protects our own IP. Pexip also respects third-party IP and is willing to share IP when appropriate. Pexip has a proprietary solution with open standards. However, while the Company mainly offer proprietary solutions, we actively contribute to and rely on open-source communities, sharing our code with these communities.

New knowledge is core to offer sustainable technologies that are competitive, secure and environmentally friendly. The engineering department of Pexip develops technology that results in new features and solutions which reduce waste and use of computing power, as well as increasing sales by attracting customers and partners. Pexip is filing new patent applications and is granted new patents yearly. In 2025 Pexip had three new patent applications approved. Patents were granted in the areas of ultra-low latency in video conferences and real time voice anonymization. Pexip also filed three new patent applications in 2025 within deep fake robustness and AI Media Server (AIMS). AIMS is designed to enable AI functionality in a secure way without communicating with public cloud solutions. Effective internal IP management ensures that the value of the Company’s IP is secured for commercial use and supports the reputation of the Company as a technology innovator.

Pexip was not involved in any patent litigations in 2025.



Appendix

VSME Index

General information

| VSME disclosure | | Reference |
|-----------------|---|---|
| 24(a) | Basis for preparation | Basic module |
| 24(b) | List of omitted disclosures deemed to be classified or sensitive information | Omission due to intellectual property, know-how or innovation |
| 24(c) | Basis for reporting (consolidated or individual basis) | Consolidation principles and boundaries |
| 24(e)(i) | Undertakings legal form | List of subsidiaries, branches and sites |
| 24(e)(ii) | NACE sector classification code | List of subsidiaries, branches and sites |
| 24(e)(iii) | Size of balance sheet (total assets) as of 31.12.2025 | Annual report 2025 |
| 24(e)(iv) | Turnover in 2025 | Annual report 2025 |
| 24(e)(v) | Number of employees | Diversity |
| 24(e)(v) | Employee counting methodology (at the end of the reporting period or as an average during the reporting period) | Diversity |
| 24(e)(v) | Employee counting methodology (Headcount or Full-time equivalent) | Diversity |
| 24(e)(vi) | Country of primary operations and location of significant asset(s) | List of subsidiaries, branches and sites |
| 24(d) | List of subsidiaries | List of subsidiaries, branches and sites |
| 25 | Description of sustainability-related certification(s) or label(s) | Sustainability - certifications |
| 24(e)(vii) | List of sites | List of subsidiaries, branches and sites |
| 26-28 | Practices policies and future initiatives for transitioning towards a more sustainable economy | Sustainable innovation |

Environmental disclosures

| VSME disclosure | | Reference |
|-----------------|--|---|
| 29 | Total energy consumption in MWh | Energy consumption |
| 24(b) | Breakdown of energy consumption in MWh | Energy consumption |
| 30 | Estimated Greenhouse Gas Emissions considering the GHG Protocol Version 2004 (in tCO ₂ e) | Emissions of CO ₂ |
| 31 | Greenhouse gas emission intensity per turnover (in tCO ₂ e) | GHG Intensity per revenue |
| 35 | Water withdrawal | Water withdrawal |
| 37 | Description of circular economy principles | Resource use, circular economy and waste management |
| 38(a) and 38(b) | Waste generated | Resource use, circular economy and waste management |

Social disclosures

| VSME disclosure | | Reference |
|-----------------|---|---------------------------------|
| 39(a) | Workforce general characteristics (type of contract) | Diversity |
| 39(b) | Workforce general characteristics - Gender | Diversity |
| 39(c) | Workforce – General characteristics - Country of employment | Diversity |
| 40 | Workforce – General characteristics - Turnover rate | Talent attraction and retention |
| 41(a,b) | Workforce – Health and safety | Health, Safety and Well-being |
| 42(a) | Workforce-Remuneration collective bargaining | Compensation metrics |
| 42(d) | Number of annual training hours per employee | Talent Attraction and Retention |

Governance disclosures

| VSME disclosure | | Reference |
|-----------------|--|------------------|
| 43 | Convictions and fines for corruption and bribery | Ethical Business |

GRI Index

| GRI Disclosure | | Reference |
|----------------|--|--|
| 2-1 | Organizational details | Legal name: Pexip Holding ASA Ownership: Listed company Oslo Børs HQ: Oslo, Norway Countries: List of subsidiaries, branches and sites |
| 2-2 | Entities included in the organization's sustainability reporting | List of subsidiaries, branches and sites Environmental data covers the entire Pexip Group |
| 2-3 | Reporting period, frequency and contact point | Data in this report is reported for January 1, 2025 to December 31, 2025. It is published annually. This report was published on March 27, 2025. For more information please contact: IR@pexip.com |
| 2-6 | Activities, value chain and other business relationships | Understanding the business, value chain and related activities |
| 2-7 | Employees | People Annual Report 2025 Remuneration report 2025 |
| 2-9 | Governance structure and composition | https://investor.pexip.com/corporate-governance/board-management |
| 2-15 | Conflicts of interest | Ethical Business |
| 2-16 | Communication of critical concerns | Ethical Business |
| 2-19 | Remuneration policies | Remuneration Report https://investor.pexip.com/corporate-governance-policy-documents |
| 2-22 | Statement on sustainable development strategy | CEO Statement |
| 2-23 | Policy commitments | https://investor.pexip.com/corporate-governance-policy-documents |
| 2-26 | Mechanisms for seeking advice and raising concerns | Ethical Business |
| 2-27 | Compliance with laws and regulations | Data Security and Privacy Transparency Law |
| 2-29 | Approach to stakeholder engagement | Material topics identified in DMA |
| 2-30 | Collective bargaining agreements | None active |

Material Topics:

| GRI Disclosure | | Reference |
|----------------|--------------------------------------|------------------------------------|
| 3-1 | Process to determine material topics | Material topics indentified in DMA |
| 3-2 | List of material topics | Material topics indentified in DMA |
| 3-3 | Management of material topics | Material topics indentified in DMA |

Topic specific disclosures

| GRI Disclosure | | Reference |
|--|--|------------------------------|
| Health and safety | | |
| 403-9 | Work-related injuries | Health, Safety and Wellbeing |
| Emissions | | |
| 305-1 | Scope 1 GHG emissions | Emissions of Co ₂ |
| 305-2 | Scope 2 GHG emissions | Emissions of Co ₂ |
| 305-3 | Scope 3 GHG emissions | Emissions of Co ₂ |
| Diversity and equal opportunity | | |
| 405-1 | Diversity of governance bodies and employees | Diversity |
| Data privacy and security | | |
| 418-1 | Customer data breach and data loss | Data Security and Privacy |

SASB Disclosures

Sasb software and it services standard (2018)

Sustainability disclosure topics & accounting metrics

Table 1. Sustainability disclosure topics & accounting metrics

| Topic | Accounting Metric | Measure | Unit of Measure | Code |
|--|--|---|---|--------------|
| Environmental Footprint of Hardware Infrastructure | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable | 1) 9,002 2) 100% of energy is from the grid 3) 54% | Gigajoules (GJ), Percentage (%) | TC-SI-130a.1 |
| | (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress | 1) 1,265 2) 14% | Thousand cubic meters (m ³) Percentage (%) | TC-SI-130a.2 |
| | Discussion of the integration of environmental considerations into strategic planning for data center needs | See report section Supply chain management | n/a | TC-SI-130a.3 |
| Data Privacy & Freedom of Expression | Description of policies and practices relating to behavioral advertising and user privacy | See report section Data Security and Privacy | n/a | TC-SI-220a.1 |
| | Number of users whose information is used for secondary purposes | 0 | Number | TC-SI-220a.2 |
| | Total amount of monetary losses as a result of legal proceedings associated with user privacy | 0 | Reporting currency | TC-SI-220a.3 |
| | (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure | 1) 0 2) 0 3) 0 | Number, Percentage (%) | TC-SI-220a.4 |
| | List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring | None | n/a | TC-SI-220a.5 |
| Data Security | 1) Number of data security incidents, (2) percentage involving personally identifiable information (PII), (3) number of users affected | 1) 0 2) 0 3) 0 | Number, Percentage (%) | TC-SI-230a.1 |
| | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | See report section Data Security and Privacy | n/a | TC-SI-230a.2 |

| Topic | Accounting Metric | Measure | Unit of Measure | Code |
|---|---|---|--------------------|--------------|
| Recruiting & Managing a Global, Diverse & Skilled Workforce | Percentage of employees that are (1) foreign nationals and (2) located offshore | 1) NA 2) 0 | Percentage (%) | TC-SI-330a.1 |
| | Employee engagement as a percentage | NA | Percentage (%) | TC-SI-330a.2 |
| | Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees | 1) 38% female 2) 5% 3) 41% | Percentage (%) | TC-SI-330a.3 |
| Intellectual Property Protection & Competitive Behavior | Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations | 0 | Reporting currency | TC-SI-520a.1 |
| Managing Systemic Risks from Technology | Number of (1) performance issues and (2) service disruptions; (3) total customer downtime | 1) 0 2) 18 3) 63h | Number, Days | TC-SI-550a.1 |
| Disruptions | Description of business continuity risks related to disruptions of operations | See Annual Report section Risk Management | n/a | TC-SI-550a.2 |

Table 2. Activity Metrics

| Accounting Metric | Measure | Unit of Measure | Code |
|--|---------|------------------------------|-------------|
| (1) Number of licenses or subscriptions, (2) percentage cloud-based | N/A | Number, Percentage (%) | TC-SI-000.A |
| (1) Data processing capacity, (2) percentage outsourced | N/A | See note | TC-SI-000.B |
| (1) Amount of data storage, (2) percentage outsourced | N/A | Petabytes, Percentage (%) | TC-SI-000.C |

Overview of engagement with stakeholders

The table summarises how stakeholders' interests and views inform Pexip's actions and policies.

| Stakeholder | What is done? | Purpose of engagements | Examples of outcomes from the engagements |
|-------------------------------------|--|---|--|
| Employees | Weekly PexTV (town hall meetings) Employee engagement surveys (eNPS) Mandatory digital training on security and other themes People dialogue (PexTalks) Engagement with AMU/labor unions Interview with employees | Contributing to a sustainable workplace Including employees' perception and experiences Alignment of company strategy Employee development and well-being | Employee and leadership development plans Workplace improvement plans and initiatives |
| Customers | Customer satisfaction surveys (NPS) Website information Customer events Trade shows Interview with representatives for customers (Kinly) | Providing product information, solutions, service and support Collecting input on areas of improvement and product development Enabling business customers to achieve their targets | Product and service improvements and updates Marketing activities |
| Suppliers | Interview with suppliers (Google) Procurements process Operational improvement initiatives | Compliance with Pexip's code of conduct and supplier code of conduct principles Promoting and improving responsible business practices across the value chain Decarbonizing purchase of computing power | Changes to policies and guidelines Informed selection of suppliers Supplier improvement plans and activities |
| Investors | Capital markets days Quarterly presentations Annual General Meeting Regular investor meetings Investor calls and emails | Attracting investors Understanding expectations Promoting transparency | Investor communication efforts and roadshows Feedback on ESG ratings |
| Senior Management Team (SLT) | Workshop discussing ESG topics | Addressing relevant impacts, risks and opportunities | Aligning business models and strategy |

Compute Footprint

GCP/Azure Server racks

Assumptions

- 15 servers per rack
- 2 m2 footprint per rack
- 10% additional usage due to network equipment
- N2D server type used in GCP
- Dv5 server type used in Azure

Compute Usage & Server Footprint

| Location | VMs | CPU Cores | Machines | Racks | Footprint (m2) |
|------------------|-------|-----------|-------------------------------|------------|----------------|
| GCP & Azure | 3,168 | 59,074 | 363 (Based of N2D and Dv5) | 27 | 54 |
| Customer on-prem | - | - | 1,488 (Similar to N2D) | 109 | 218 |
| Pexip on-prem | - | - | - | 15 | 30 |
| Total | | | | 151 | 302 |

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