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The Norwegian Transparency Act

Pexip Holding ASA
2025

About Pexip

Pexip is a video technology specialist and a leading provider of video meeting infrastructure. The company delivers software-only solutions that are delivered as a self-hosted software, or as a service, designed for large 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



Authenticate users

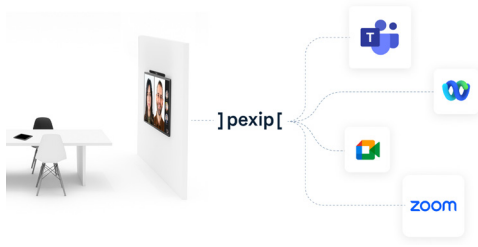
Secure chat

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

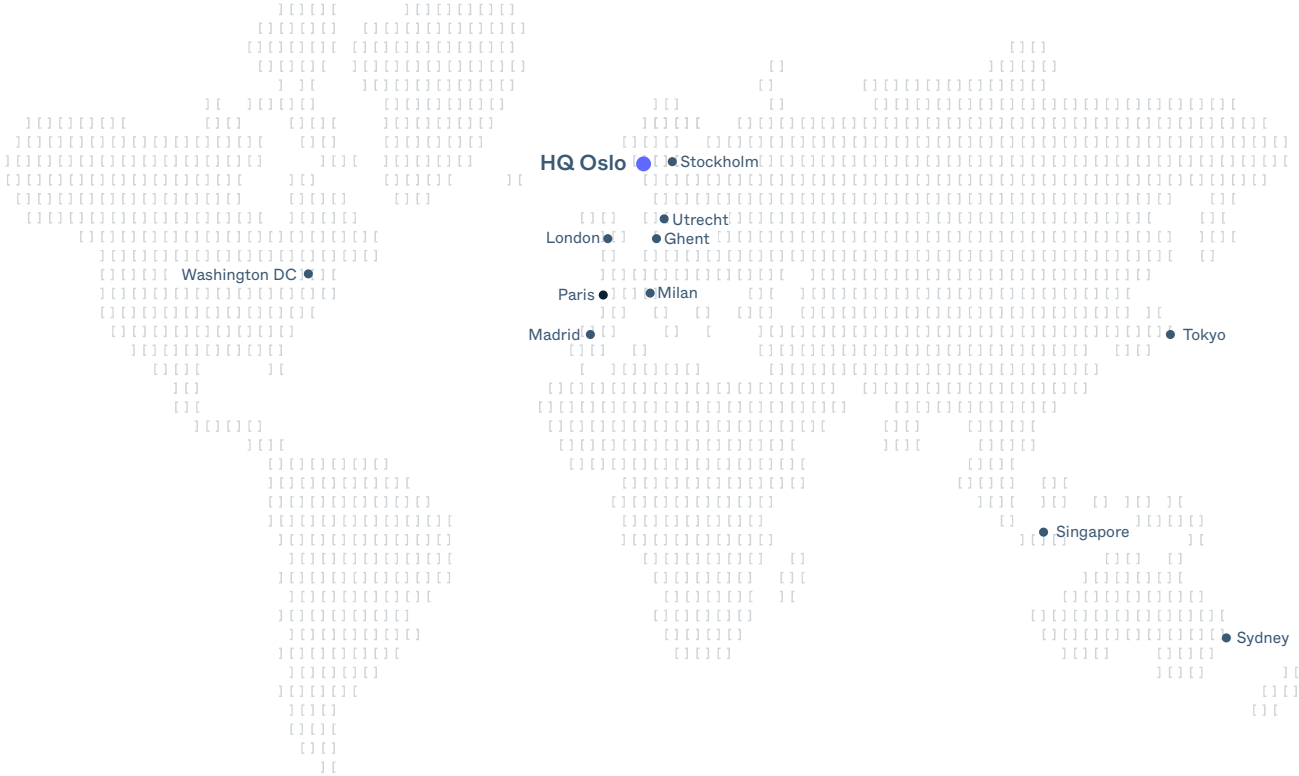


When several video technologies need to work seamlessly together

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

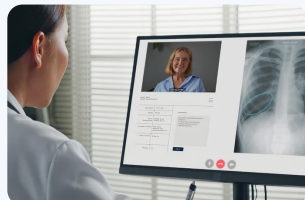
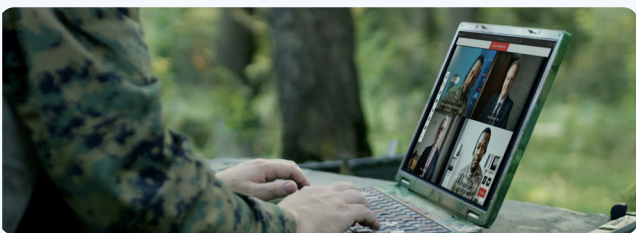
→ For health systems across the U.S., Europe and Australia, we enable doctor–patient calls, group therapy sessions, and counseling, delivering timely care to those who need it the most.

→ 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.

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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



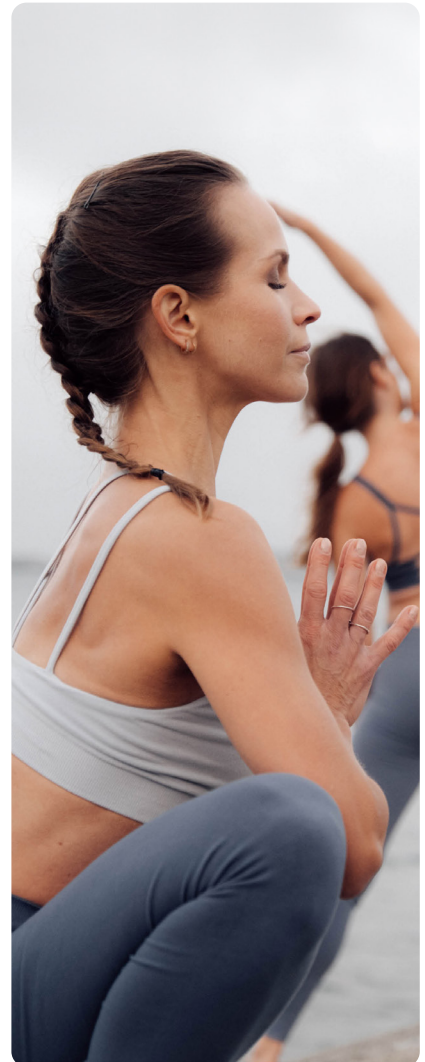
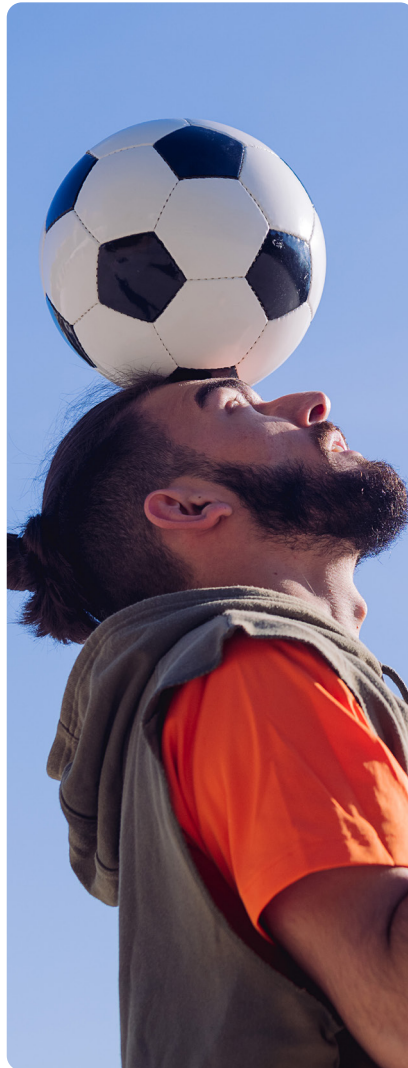
Professional & Fun

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.

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.

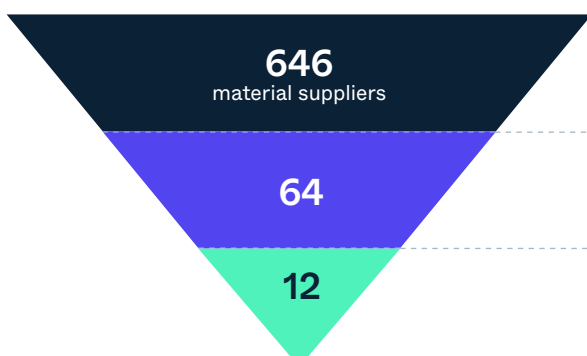
Pexip has defined a clear, formalized process to ensure that we as a company, along with our suppliers, are compliant with the Transparency Act. The executive management and the board have been informed on the topic and the proposed business conduct. Both the Board and management are supportive of the 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 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, 5 suppliers came out with a medium risk and 7 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, Adecco, in India. The 7 suppliers classified as high risk mainly due to the industry they belong to. The high-risk suppliers were 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.



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 81% of purchases

Suppliers with industry and/or country risk identified

Board of Directors

Oslo, March 27, 2026

Board of Directors and CEO of Pexip Holding ASA



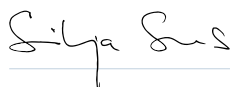
Kjell Skappel
Chair of the Board



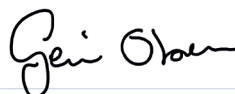
Irene Kristiansen
Board Member



Phillip Austern
Board Member



Silvija Seres
Board Member



Geir Langfeldt Olsen
Board Member



Trond K. Johannessen
CEO

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