

DUE DILIGENCE ACCOUNT FOR APPEAR AS – 2023

1 INTRODUCTION

Appear AS ("**Appear**") complies with the Act on Corporate Transparency and Work with Fundamental Human Rights and Decent Working Conditions (the Transparency Act). The Transparency Act aims to promote companies' respect for fundamental human rights and decent working conditions and ensure public access to information.

Companies covered by the Transparency Act are obliged to carry out due diligence in line with the OECD Guidelines for Multinational Enterprises in order to identify, prevent, account for and follow up on how the company manages actual and potential negative impacts on fundamental human rights and decent work in its own operations, towards business partners and in the company's supply chain.

Appear is a provider of live production technology, specialising in high-capacity, sustainable solutions for media processing and content delivery.

We are committed to conducting our business according to socially responsible and ethical principles. We strive to be a responsible buyer and supplier, and conduct regular due diligence to uncover any negative impacts on fundamental human rights and decent labour conditions related to our operations, business partners or our supply chain.

This report mainly covers the period 1 January 2023 to 31 December 2023, but also includes changes to our internal guidelines and processes implemented in first half 2024.

2 KEY INFORMATION ABOUT THE BUSINESS

2.1 Name of the organisation

Appear AS, org. no. 986 942 033.

2.2 Products, services and market

We provide our customers with high-capacity, sustainable solutions for media processing and delivery. Our portfolio is designed to support the most complex scenarios of live event contribution, adapting seamlessly to the ever-evolving dynamics of the media, entertainment and sports industries. Appear has an extensive client base and a global outreach.

Our products and solutions consist of support and services, platforms for high-speed video networking, live event contribution, live streaming services and linear distribution.

2.3 The organisation of the business

Appear AS has 130 employees. Our employees work at our head office in Lysaker, Norway. The management team consists of:

- Chief Executive Officer
- Chief Commercial Officer
- Chief Operational Officer
- Chief Technology Officer
- Director of Product Development
- Supply Chain Director.

Appear AS also has wholly owned subsidiaries in the USA and UK. These work closely with our employees in Norway, with roles and expertise in technical, operational and marketing matters.

2.4 Responsible for the due diligence in Appear and this report

The Board of Directors has overall responsibility for the due diligence carried out by Appear and for compliance with obligations under the Transparency Act.

Our Head of Legal is responsible for the practical implementation and follow-up of the Transparency Act, including due diligence and reporting:

Hans Flensted-Jensen, Head of Legal, legal@appear.net

2.5 Our policies and procedures for managing risks related to human rights and decent work

Our efforts to act as a responsible business and mitigate negative impacts on fundamental human rights and decent work are an integral part of the business. Management must set a clear tone from the top, responsibility must be placed internally and training must be provided to employees. In addition, we must clearly communicate our expectations to our suppliers and business partners and demand that they act responsibly according to our expectations.

We have established a code of conduct for suppliers that we have made known to our employees and relevant suppliers and business partners. We comply with Norwegian legislation on health, safety and the environment in the workplace, equality and non-discrimination, as well as other legislation relevant to our business, and this work is supported by our employee handbook. Among other key policies and procedures are the following documents;

- Procurement procedure
- Procedure for fulfilment of obligations under the Transparency Act
- Whistleblowing procedure

We work continuously to improve, update and develop our policies and procedures.

3 IDENTIFIED NEGATIVE CONSEQUENCES

3.1 General information

According to the Transparency Act, the actual negative consequences for fundamental human rights and decent working conditions, as well as the significant risk of such negative consequences, must be reported. When assessing what is considered a significant risk, consideration must be given to how serious the consequences are or will be for those affected, and the likelihood of negative impact.

We have performed due diligence in line with the Transparency Act and have not identified actual or potential negative impacts on fundamental human rights and decent work that the business has either caused or contributed to, or that are directly related to the business's operations, products or services through supply chains or business partners.

3.2 Mapping method

Appear uses a risk matrix as basis for mapping the risks associated with suppliers, business partners and Appear's internal risk, including the downstream risk.

Based on factors such as risks associated with countries, industry-related risks and risks related to the product categories involved, a risk profile is created for each individual supplier or business partner. The total revenue Appear has at each supplier is also noted, to take into account the scope of the business relationship and Appear's ability to influence.

The risk matrix is updated on an ongoing basis and, based on this, it is continually assessed which issues should be prioritised for further follow-up.

3.3 Identified negative consequences

Through our mapping, we have so far not identified any actual negative consequences or significant risk of such for any of our suppliers or business partners.

Neither have we identified any negative consequences or significant risk of such as part of Appear's own business or downstream activities.

4 MEASURES TO STOP OR LIMIT RISK – GENERAL INFORMATION

Negative impacts on fundamental human rights and decent work shall be addressed through the implementation of appropriate measures to halt, prevent or mitigate negative impacts based on the priorities and assessments made during the mapping phase.

When assessing which measures to implement, we consider our connection to the negative consequences and our ability to influence them. If we ourselves cause a negative consequence, the activity must be stopped. The same applies as a starting point if we contribute to a negative consequence, but if it is not possible to stop the activity completely, we must limit the consequence as much as possible, taking into account how much influence we are able to exert over the supplier or business partner to which the activity is linked.

Through our new supplier code of conduct, which we will request our suppliers and business partners to commit to where practical, we communicate clear expectations that all suppliers and business partners must act in a responsible manner. If we uncover violations of this or relevant legislation, this will be followed up in dialogue with the supplier / business partner. Failure to co-operate and/or repeated breaches or deviations from our supplier code of conduct and/or national legislation may lead to termination of the agreement a supplier or business partner has with us.

5 CONTACT US

For questions about this statement or how we work to respect fundamental human rights and decent work, please contact Head of Legal by email: legal@appear.net.