

2025 TRANSPARENCY REPORT



STATEMENT UNDER THE TRANSPARENCY ACT

This Statement details the actions Appear has taken to respect fundamental human rights, including the right to freedom from slavery, forced labour, and decent working conditions, in our operations and supply chains.

1. INTRODUCTION

Appear ASA ("Appear") complies with the Norwegian Transparency Act, which aims to promote corporate respect for fundamental human rights and decent working conditions and ensure public access to information.

Companies covered by the Transparency Act are required to conduct due diligence assessments in accordance with the OECD Guidelines for Multinational Enterprises to identify, prevent, account for, and follow up on how the company handles actual and potential negative impacts on fundamental human rights and decent working conditions in its own operations, with business partners, and in the company's supply chain.

This report primarily covers the period from 1 January 2025 to 31 December 2025 but also includes changes in internal policies and processes implemented in the first half of 2026.

2. KEY INFORMATION ABOUT THE BUSINESS

2.1 Reporting organization

Appear ASA (Norway), business registration number 986 942 033 with 100% owned subsidiaries:

- Appear Limited (UK), business registration number 13454068.
- Appear Inc (US), business registration number 805495725.
- Appear PTE. LTD (Singapore), business registration number 202528656K.
- Appear Sweden AB (SE), business registration number 559537-8919.

2.2 Products, services, and market

Our products and solutions consist of support and service deliveries, platforms for high-speed video networks, live broadcast contributions, live streaming services, and linear distribution.

Appear employs a diverse workforce engaged in various roles, including research and development, engineering, sales and marketing, customer support, and administrative services.

Our primary suppliers are our internal entities that provide us with the necessary components and technologies for our products. These suppliers operate under Appear's policies and procedures.

In addition to our internal suppliers, Appear collaborates with a network of external suppliers. These suppliers support our business operations and are selected based on their ability to meet our standards, with a significant portion being local to Norway.

Appear has an extensive customer base and global reach. The customers are highly professional.

2.3 Organization of the business

The table below shows number of employees in Appear at the end of 2025:

No. of women	45
No. of men	157

In addition to the 202 employees in Appear ASA, the company also engages 23 full-time contractors (3 women and 20 men).

The headquarter is located at Lysaker, Norway.

The management team consists of:

- Chief Executive Officer
- Chief Commercial Officer
- Chief Operating Officer
- Chief Technology Officer
- Chief Product Officer
- Supply Chain Director
- Chief Finance Officer
- Chief Marketing Officer

2.4 Responsible for due diligence at Appear

The Board and the Management have overall responsibility for the due diligence assessments and compliance with obligations under the Transparency Act.

Our General Counsel is responsible for the practical implementation and follow-up of the Transparency Act, including the reporting.

2.5 Policies and procedures for risk management

Our efforts to act as a responsible business and reduce negative impacts on fundamental human rights and decent work are an integral part of the business. Management sets clear guidance and requires information and training of employees. In addition, we clearly communicate our expectations to our suppliers and business partners and require them to act responsibly in accordance with our expectations.

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

- Procurement procedure
- Whistleblowing procedure

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

3. IDENTIFIED NEGATIVE IMPACTS

3.1 General information

According to the Transparency Act, actual negative impacts on fundamental human rights and decent working conditions, as well as significant risks of such negative impacts, must be reported. When assessing what is considered a significant risk, the severity of the consequences for those affected and the likelihood of negative impact must be considered.

3.2 Mapping method

We utilize a risk matrix, where necessary or required, as a basis for mapping risks associated with suppliers, business partners, and internal operations, including downstream risks.

Based on various factors such as geographic region, industry-related risks, and product categories involved, a risk profile may be created for a supplier or business partner.

It is continuously assessed which issues should be prioritized for further follow-up.

3.3 Identified negative impacts

Through our mapping, we have not identified any significant negative impacts or risks connected to our own business, our suppliers, or business partners.

Further, we believe that the risks related to working conditions within Appear are minimal. We do, however, continuously monitor and assess potential risks to ensure a safe and ethical working environment. Identified potential risks include:

- High work pressure in certain departments due to resource constraints.
- Ergonomic challenges from prolonged use of computer equipment.
- Personal injury risks for salesforce and field staff due to travel.

4. MEASURES TO STOP OR LIMIT RISK

Negative impacts on fundamental human rights and decent work conditions should be addressed through the implementation of appropriate measures to stop, prevent, or reduce negative impacts.

When assessing which measures to implement, we consider our connection to the negative impact and our ability to influence it. If we ourselves cause a negative impact, the activity must be stopped. The same applies as a general rule if we contribute to a negative impact, but if it is not possible to stop the activity completely, we must limit the impact as much as possible. If a supplier or business partner causes a negative impact, we must try to make them stop it taking into account the influence we have.

Through our supplier Code of conduct, which we ask our suppliers and business partners to commit to where practical, we communicate clear expectations that all suppliers and business partners must act responsibly. If we uncover violations of legislation, this will be followed up in dialogue with the supplier or business partner. Lack of cooperation or repeated violations, or deviations from our supplier code of conduct or legislation may lead to termination of the relationship.

Appear has a Working Environment Committee ("AMU") dedicated to maintaining a satisfactory working environment. The committee reviews plans and reports on occupational health and safety, proposing measures to mitigate risks and improve conditions.

A group of employees has chosen to unionize. The management had a constructive dialogue with the group regarding this and the impact of unionization.

5. CONTACT US

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

Oslo, 17 March 2026

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