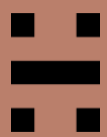


Norwegian Transparency Act 2023





Management's statement

Transparency about human rights and working conditions in our supply chain is an important focus area for Huddly.

All suppliers and parties that have a direct contractual relationship with Huddly and offer products or services to Huddly must adhere to our Supplier Conduct Principles. These principles spell out the standards that Huddly expects to see achieved and documented over time from our partners.

Huddly shall always respect internationally recognized labor rights including the freedom of association and the right to collective bargaining within national laws and regulations. We support and respect internationally recognized human rights of all the individuals potentially affected by our activities, including our suppliers and other business partners and contractors, as well as our own employees.

Huddly is opposed to all forms of human trafficking and child labor abuse and shall not employ or contract any forced or compulsory labor.

Huddly AS

Founded in Oslo, Norway in 2013, Huddly uses its technology to create tools for team collaboration. Huddly combines expertise across the fields of design, hardware, software, and artificial intelligence. Huddly's smart cameras are designed to make it easier and better for people to communicate with each other. Huddly's solutions with industry-leading partners enable high-quality video experiences on all major collaboration platforms.

Huddly has its headquarters in Oslo and a subsidiary in Palo Alto, California, USA.

Our suppliers

Huddly's suppliers spread in geographic locations across Europe, America, and Asia. Suppliers vary in size and their products range from raw materials to off-the-shelf finished goods. Among Huddly's top 20 suppliers, 70% are in Asia and 30% are in Europe.

Huddly has developed the Supplier Code of Conduct and will incorporate it into all new supplier contracts.

Methodology for Due Diligence process

Huddly has assessed all business in the supply chain and identified Supplier and Business Partner relationships separately. This report is based on the Tier 1 suppliers' due diligent assessment.

Business Partner: Company that delivers other items and services related to our business but not used directly in our products

Supplier: Company that delivers parts and services that goes directly into the products that we sell



All existing Tier 1 suppliers have been assessed and been given the risk category of High, Medium or Low. Tier 1 suppliers are those which have direct contact with Huddly AS, providing raw materials or off-the-shelf products.

Risk levels have been determined based on geography, exposure to raw materials, potential impact on local community, maturity of legal frameworks, political stability in the country it operates, and maturity of international standard implementation on Human Rights, Labour Rights etc.

To carry out the due diligence process, Huddly sent questionnaires and, where possible, carried out site visits for suppliers under the high-risk category. The questionnaires cover the areas of Human Rights, Bribery, Corruption and Fraud, Money Laundering etc. Huddly is planning to assess other risk categories and tiers of suppliers in the moving forward.

Findings from the assessment and follow-up

The initial questionnaires covered subjects within Human Rights, Bribery, Corruption, Fraud and Money Laundering. Most requirements are met, although there are some gaps at some suppliers. Huddly is working directly with these suppliers to follow up on progress to close the gaps and to encourage the prioritization of human rights.