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# Sustainability Policy

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## 1. Background and purpose

At Vizrt Group, we believe that we have a responsibility to conduct our operations in a sustainable manner, taking into consideration a sustainable development model that meets the needs of the present without compromising the ability of future generations to meet their own needs.

As the Vizrt Group we look to provide our customers and partners with innovative, software-based solutions that will be placed into their production eco-systems for many years – sustainability is intrinsic to our products. “More Stories better told”

This innovation and creativity that we employ to find solutions that make our products sustainable is also harnessed to help make solutions for our business, our customers, our people and our planet.

Our people are our superpower and having a high performing and engaged workforce is a top priority for Vizrt Group. To attract and retain our superpower we need to engage them in our sustainable strategy and involve them setting actions to improve our sustainability impact on society and the planet.

## 2. Policy Statement

Vizrt Group's policy is to act at all times as a responsible company promoting social, environmental and financial sustainable practices in our own operations and value chain with focus on the areas outlined below.

- We shall always comply with relevant laws and regulations in the jurisdictions where we operate, ensuring our operations, suppliers and partners are in accordance with our Code of Ethics, this policy and applicable requirements.
- We strive to be a trusted partner to our customers, business partners, colleagues and the communities where we operate and ensure we act on fair competition, no conflict of interest and respect for trade sanctions within our business activities and relationships
- We shall have zero tolerance against bribery, corruption and other unlawful and illegal practices and ensure our commitment to act fairly and with integrity in all its operations and supply chain.
- We shall ensure quality, safety and transparency in our services to customers and guarantee the customer's data protection and privacy, according to the legal requirements and applicable standards.
- We shall ensure applicable proprietary technology rights are acknowledged and protected.
- We shall promote employee safety and well-being in the workplace and ensure good working conditions, so that there are no violations against foundational human rights and labor rights as a consequence of our operations.
- We shall have zero tolerance to child and forced labor within our operations and supply chain.
- We strive to have a diverse and inclusive workforce, where employees are engaged and proud to work at Vizrt Group.
- We shall select and promote our people on the basis of qualifications and merit, without discrimination or concern for race, religion, national origin, colour, sex, sexual orientation, gender identity or expression, age or disability.

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- We shall have zero tolerance against discrimination and harassment within the company and ensure employees feel free to report any misconducts or unethical practices through Vizrt Group's whistleblowing channel, without fear of retaliation.
- We strive to reduce the environmental impact of our operations and minimize climate change, by promoting sustainable practices to reduce energy consumption and optimize our use of natural resources.
- We shall adhere to the precautionary principle concerning environmental challenges.
- We strive to promote effective social and environmental solutions in our projects and programs, focusing on innovation and digitalization.
- We strive to have financial stability and long-term profitable growth.

### **3. Audience**

All references in this Policy include Vizrt Group and its parent, subsidiary and affiliated companies. All references to "us" or "we" refer to Vizrt Group.

### **4. Governance**

The policy shall be reviewed on an annual basis. The Board of Directors is responsible for deciding on Vizrt Group's strategy and sustainability approach. Group management is responsible for execution in line with the strategy set by the Board. The Chief HR Officer is responsible for coordination of the sustainability agenda.

### **5. Stakeholder dialogue and analysis**

Material sustainability aspects will be identified through stakeholder dialogues. An analysis of the stakeholder dialogues will be the basis for Vizrt Group's focus areas and goals.

### **6. Reporting**

Vizrt Group shall be transparent in its efforts to support long-term sustainable development of its operations. Vizrt Group shall report publicly on the sustainability performance on an annual basis. The sustainability reporting shall be finalized in conjunction with the Annual Report.

### **7. Roles and responsibilities**

Vizrt Group is the owner of this policy and it applies to everyone at the Company – all employees, managers, executive officers, and members of the board of directors. It is their responsibility to ensure the policy is followed. The policy is reviewed and approved by Vizrt Group's Board of Directors. Any need of update in this policy must be clearly defined, documented and approved by the Board of Directors.

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## **8. References**

For the purpose of this policy, the following references were considered:

- Code of Ethics
- Anti-Bribery Policy
- Whistleblowing Policy
- Competition Manual
- HR Policy

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