



Version 2.0

Supplier Code of Conduct

At Vizrt, we have a responsibility to conduct our operations in alignment with our core beliefs and ethical standards, taking into consideration a sustainable development model that meets the needs of the present without compromising the ability of future generations to thrive.

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Message from the CEO

At Vizrt, we have a responsibility to conduct our operations in alignment with our core beliefs and ethical standards, taking into consideration a sustainable development model that meets the needs of the present without compromising the ability of future generations to thrive.

This is a shared responsibility that calls upon everyone at Vizrt to execute on our goals in an ethical and legal manner:

- **Lead** in our core markets via innovation
- **Focus** on increasing customer adoption
- **Grow** our nascent businesses and people.

We extend that commitment to our supplier relationships. When we select our suppliers, we evaluate them not only based on purely economic criteria; rather, we examine our supplier's commitment to environmental protection, compliance with human rights, labour and social standards as well as anti-discrimination and anti-corruption policies. We expect our suppliers to fully comply with applicable laws and to adhere to internationally recognized environmental, social and corporate governance standards. To be selected, our suppliers must demonstrate that they use best efforts to implement these standards with their own suppliers and subcontractors.

Thank you very much for adhering to this supplier code of conduct and for supporting Vizrt in this vital part of our sustainability efforts.

Rohit Nagarajan
CEO Vizrt



1 Introduction

This Supplier Code of Conduct ("Code") formalizes the key principles under which suppliers to Vizrt and those supplier's global subsidiaries are required to operate during their relationship with Vizrt. The Code establishes the expectations governing any and all business conducted between Vizrt's personnel and the supplier's personnel, and the personnel of agents, business partners and subcontractors.

As a general matter, the supplier shall comply with all applicable laws pertaining to the operation of its business and the provision of services in its engagement with Vizrt. Furthermore, the supplier shall comply with its own corporate code of conduct and ethics. In cases where local law and the requirements and expectations in this Code and the supplier's own code of conduct and ethics differ, the supplier is expected to follow the higher standard. Furthermore, this Code is not meant to, and does not, supersede any applicable law, or any term in an agreement between Vizrt and the supplier. To the extent there is any conflict between this Code and any applicable law or provision of any agreement, the applicable law or agreement controls.

References, as used herein, to "Vizrt" means the corporate (direct and indirect) subsidiaries of Confine Visual TopCo AB, a Swedish corporation; "shall" means the state of affairs during the consideration for engagement with Vizrt, at the time of engagement with Vizrt, and at all times during its engagement with Vizrt; "including" means "including but not limited to"; and "law(s)" mean, as applicable, laws, regulations, or binding orders of bodies of competent authority and jurisdiction.

2 Principles

2.1 Anti-bribery, anti-corruption, anti-money laundering

The supplier shall have zero tolerance for any kind of corruption and shall ensure that applicable anti-bribery laws are strictly followed and enforced. The supplier shall refuse to accept or retain business through bribery or corruption. The supplier shall not directly nor indirectly offer, promise, grant, or authorize the giving of money or anything of value to someone in order to unduly influence the recipient in the performance of professional duties or to obtain or retain an improper business advantage.

The supplier shall neither ask for, nor accept, improper benefits from others for performance of their duties to the supplier or to Vizrt.

The supplier shall not engage in any activities in violation of anti-money laundering laws and shall carry out financial transactions in ethical, transparent and legal ways.



2.2 Conflicts of interest

The supplier shall avoid situations in which personal interests, or the interests of family members, may affect the supplier's ability to make business decisions that are in the best interests of Vizrt. The supplier shall promptly inform Vizrt upon becoming aware of any conflicts of interest by contacting compliance@vizrt.com.

2.3 Fair Competition

The supplier shall follow applicable competition laws. The supplier shall ensure that its personnel shall not make any arrangements with the intention to prevent, restrict or distort competition. The supplier shall further ensure that its personnel shall not engage in discussions with competitors regarding market allocation, information exchange, production and sales quotas, or bid rigging.

2.4 Trade compliance

The supplier shall comply with relevant export controls and sanctions laws, including United Nations sanctions and applicable sanctions under the laws of the European Union and the United States. The supplier shall ensure that its personnel shall never attempt to circumvent applicable export controls or trade sanctions.

2.5 Confidential information and privacy

The supplier shall manage all information received from Vizrt in a secure and confidential manner according to applicable confidentiality undertakings and laws.

The supplier shall comply with all insider-trading laws in connection with information it may learn of in its relationship with Vizrt and Vizrt's customers and/or business partners.

The supplier shall comply with applicable laws on the processing of personal data and shall promptly inform Vizrt at privacy@vizrt.com and as proscribed in your contractual undertaking with Vizrt in the event of a personal data breach (as defined in Article 4 of GDPR) concerning personal data shared by Vizrt or personal data provided to Vizrt by the supplier or otherwise in connection with the supplier's engagement with Vizrt.

2.6 Human rights

The supplier shall respect internationally recognised human rights, including the United Nations (UN) Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and OECD Guidelines for Multinational Enterprises. The supplier shall avoid causing or contributing to adverse human rights impacts through its own activities and shall address such impacts when they occur as a matter of priority. The supplier shall seek to prevent or mitigate adverse human rights impacts that arise from or in connection with its operations, products or services.

2.7 Labour standards

2.7.1 Equal opportunity and anti-discrimination

The supplier shall treat all its personnel with dignity and respect. The supplier will strive for a diverse workforce and shall not tolerate discrimination or harassment based on race, ethnicity, gender, physical disability, sexual orientation, religion, or any other characteristic protected by applicable law.

2.7.2 Wages and hours of work

The supplier shall pay its employees at least the national minimum wage but also recognize the rights of its employees to reasonable remuneration. Accordingly, wages shall be paid directly to the employee, regularly, and within the agreed time frame; overtime must be compensated as defined in national/local law; and working hours shall not exceed the legal limits stipulated by national/local law. The supplier shall ensure that all employees with the same qualifications, training, and skill set receive equal pay for equal work. The supplier shall compensate employees for benefits such as vacation, holidays, sick leave and parental leave in accordance with national/local law.

2.7.3 Working conditions

The supplier shall provide for its personnel a healthy and safe work environment, with due regard for the prevention of accidents and injuries to the physical and mental health of its personnel. The supplier shall strictly prohibit any abuse (whether physical or verbal) or harassment.

2.7.4 Anti-slavery, anti-trafficking, child labour and young workers

The supplier does not, directly or indirectly, make use of any work or service which is extracted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily. In particular, the supplier shall comply with the UK Modern Slavery Act 2015 and all applicable anti-slavery and human trafficking laws and codes of practice in force from time to time on a global basis, and shall develop and maintain policies and procedures aimed at ensuring that slavery and human trafficking is not taking place in any of its supply chains and in any parts of its own business. The supplier confirms that it has not at any time been convicted of any violation of the Modern Slavery Act 2015 nor is it under investigation by the police or any enforcement agency or regulatory body in respect of any alleged offences or breaches of the Modern Slavery Act 2015.

The supplier shall not employ persons who are below the minimum age for employment. In any case, even to the extent permitted by applicable laws, (a) the supplier shall not employ anyone under the age of 15 years old; and (b) the supplier shall recognise and honour the rights of young workers between the ages 15-18 to be protected from economic exploitation and from performing any work that is likely to be hazardous or harmful to the young worker's physical, or mental health, or personal development.

2.7.5 Political involvement and labour unions

The supplier shall ensure that its personnel are free to express their political views and engage in political activities outside of working hours without discrimination, harassment or retaliation.

The supplier shall further ensure that its personnel are free to join labour associations and to be part of, or included in, collective bargaining.

2.7.6 Reporting

The supplier shall maintain a secure whistleblowing/reporting system and not retaliate against anyone who in good faith submits a report of an alleged violation of this Code or any principles within it.

2.8 Environmental sustainability and impact

The supplier shall comply with all applicable environmental laws and standards, recognizing that environmental sustainability and climate protection are fundamental in any long term business success.

The supplier shall conduct its operations with the aim to have the least possible negative impact on the environment, climate, water, biodiversity and ecosystems, and ensure that it systematically works to address any such issues within its control. This includes looking for opportunities to reduce energy, greenhouse gas emissions and waste, and considering the environmental impact of business decisions. The supplier is further encouraged to (i) manage and recycle waste, (ii) minimise the use of hazardous materials and manage hazardous waste in a responsible manner, (iii) measure and follow up on environmental impact (performance, processes, products and services), (iv) reduce environmental impact from transportation whenever possible, (v) prioritise energy from renewable sources, and (vi) to the extent applicable, work proactively to ensure that minerals (such as, but not limited to, tungsten, tantalum, tin, and gold) in their products and supply chain are responsibly sourced.



3 Implementation

The supplier shall adhere to this Code and ensure that any sub-suppliers to the supplier equally adheres to this Code or a set of principles no less stringent than those in this Code.

The supplier shall ensure that all its personnel are aware of this Code and/or their obligation to comply with a set of principles no less stringent than those in this Code and shall provide timely and regular trainings on its content either with a direct reference to this Code or based on a set of principles no less stringent than those in this Code.

Vizrt's representatives are available to the supplier should any questions arise concerning the implementation of this Code. Please contact compliance@vizrt.com with any questions.

4 Monitoring and enforcement

The supplier must immediately inform Vizrt without undue delay of any violation of this Code. All notifications shall be made to compliance@vizrt.com.

In furtherance of its compliance, Vizrt expects that all suppliers monitor and periodically audit its own operations to ensure compliance with this Code. Upon Vizrt's request, the supplier shall share the results of the audit with Vizrt. In the event that supplier's internal audit reports, received by Vizrt, demonstrate any non-conformance with the standards set forth in the Code, Vizrt shall be permitted the right to verify supplier's compliance with this Code by performing follow-up audits and inspections as to the non-conformance either itself or by appointing a third party, subject to appropriate arrangements of confidential and reasonable access. In addition, Vizrt may conduct annual compliance surveys to confirm compliance with this Code.

If the supplier learns of any violation of this Code, the supplier will be given the opportunity to remedy any such violations, if such remedy is possible, in an expedient manner. If the remedy is not possible or if supplier continues to violate this Code, Vizrt may take legal action and terminate the supplier agreement for cause and without penalty.

If the supplier becomes aware of any sub-supplier's violation of this Code, the supplier shall notify Vizrt without undue delay. The supplier shall promptly take any action to remedy the violation and, following a notice to the sub-supplier, if such violations cannot be remedied, to exchange the sub-supplier for another sub-supplier who is acting in compliance with this Code and without additional expense or obligation of Vizrt.