



The Transparency Act - Account of due diligence

Introduction:

The Transparency Act requires companies to carry out due diligence in accordance with the OECD Guidelines for Multinational Enterprises. As per the requirements outlined in the Act, we have taken several important steps to ensure responsible business conduct and address adverse impacts on fundamental human rights and decent working conditions. As a fairly new company, our initial efforts have focused on the implementation of a Code of Conduct and Ethics for our operations and employees, and a Supplier Code of Conduct for our suppliers and supply chain activities.

Enterprise's Structure:

Our enterprise, headquartered in Norway, operates as a multinational corporation with a decentralized structure. We have operations in Slovakia, Germany, and Australia, each contributing to specific aspects of our business. Our headquarters in Norway oversees strategic planning, governance, and overall coordination of our activities across different locations. The local branches in Slovakia, Germany, and Australia handle day-to-day operations, including manufacturing, sales, and customer support.

Area of Operations:

Pixii design and deliver Battery Energy Storage Systems across multiple countries. Our processes encompass development, production, sales and distribution, and we have our own operations in Slovakia, Germany, and Australia. As a Norwegian company, we have implemented the principles of the Transparency Act, and we uphold the values of responsible business conduct. We are also committed to ensuring that all our operations align with ethical standards and legal requirements in all the countries where we operate.

Code of Conduct and Ethics for Employees:

We have successfully implemented a comprehensive Code of Conduct and Ethics for all our employees and operations. This code sets out the principles and standards that govern our employees' behaviour and interactions within the organization and with external stakeholders. It emphasizes responsible business conduct and ensures compliance with applicable laws and regulations. Our employees have been educated about the code, and regular training sessions are conducted to reinforce its importance.

Supplier Code of Conduct:

To address the transparency requirements in the supply chain, we have established a Supplier Code of Conduct. This code sets out the expectations and standards that our suppliers and business partners must adhere to regarding responsible business conduct, human rights, and decent working conditions. We have communicated this code to our suppliers and included it as part of our procurement processes. Additionally, we have established mechanisms to monitor and assess suppliers' compliance with the code over time.

Due Diligence Implementation:

In accordance with the Transparency Act, we have integrated due diligence practices into our enterprise's policies. This involves embedding responsible business conduct into our existing policies and procedures to ensure that all our operations, products, and services are aligned with the principles of the Act. We have started the assessment to identify actual or potential adverse impacts on fundamental human rights and decent working conditions. Our due diligence efforts also extend to evaluating the impacts within our supply chain and business partnerships, and our plan is to have the first round of reviews completed by the end of 2023. So far we have not discovered any adverse impacts.

Moving forward, we are committed to continuously improving our due diligence practices and ensuring compliance with the Transparency Act. We recognize the importance of responsible business conduct and its impact on the well-being of individuals and communities affected by our operations. We will maintain open lines of communication with our stakeholders, including employees, suppliers, and relevant authorities, to address any concerns or feedback related to our transparency and due diligence efforts.

If you require any further information or updates regarding our progress in implementing the Transparency Act, please contact us at pixii@pixii.com

OSLO June 15th 2023

Board of Directors

Pål Skistad (Chairman)

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