

This report is prepared in accordance with §5 of the Norwegian Transparency Act for the reporting year 2025.

Questions and requests for further information can be addressed through contact form on Pixii website: <https://www.pixii.com/contact/>.

Preface by CEO

Dear reader,

Pixii is pleased to present the due diligence report for 2025, prepared in accordance with the Norwegian Transparency Act. Throughout 2025, Pixii continued to advance responsible business conduct, strengthen supply chain transparency, and enhance risk management processes across all operations. Our focus remained on upholding human rights, ensuring decent working conditions, and maintaining ethical business practices in line with OECD Guidelines.

Sincerely,
Thomas Ingebretsen
CEO, Pixii AS

1. About Pixii

Pixii is a multinational energy storage and power conversion company headquartered at Sommerrogata 13-15, Oslo, with operations across Norway, Slovakia, Germany, India, and Australia. In 2025, Pixii expanded its production and engineering capabilities to support global growth in renewable energy and energy storage markets.

Pixii develops modular Battery Energy Storage Systems (BESS), UPS solutions, and power electronics that support grid stability, renewable integration, EV charging, telecom infrastructure, and industrial applications.

1.1 Our Commitment

Pixii maintains a comprehensive framework of policies including Code of Conduct, Human Rights Policy, Supplier Code of Conduct, Responsible Sourcing Policy, Environmental Policy, and Conflict Minerals Policy. These policies guide ethical business behavior and ensure that both Pixii and its suppliers align with the principles of human rights, labor protection, anti-corruption, and sustainability.

1.2 Capacity Building

In 2025, Pixii implemented capacity-building programs across departments to strengthen due diligence competence, improve supplier engagement, and ensure proper risk identification within supply chains. Training covered OECD due diligence expectations, human rights risk indicators, and improvements in data collection and supplier assessment processes.

1.3 Grievance Mechanisms

Pixii operates a secure whistleblowing and grievance channel available via Pixii's website to employees, suppliers, and external stakeholders. Reports may be submitted anonymously and are reviewed by Pixii's HR & Compliance function. In 2025, Pixii improved accessibility of the mechanism and introduced KPI tracking for case resolution.

2. Due Diligence in Pixii

Pixii's due diligence framework is based on OECD's six-step methodology, ensuring systematic identification, mitigation, and reporting of human rights and labor-related risks across operations and supply chains.



2.1 Methodology

Pixii follows the OECD six-step due diligence model: embedding policies, identifying risks, ceasing and preventing harm, tracking results, communicating findings, and enabling remediation. Pixii also applies the UN Guiding Principles on Business and Human Rights (UNGPs) to evaluate severity and linkage to potential or actual impacts.

2.2 Due Diligence Activities in 2025

In 2025, Pixii expanded its supplier mapping efforts, particularly for electronics, battery cells, and raw materials. Supplier self-assessment questionnaires were updated, and new risk indicators were introduced. Pixii performed enhanced due diligence on Tier 1 suppliers in China and Vietnam and initiated traceability improvements for raw material sourcing, including cobalt and lithium.

2.3 Actual and Potential Adverse Impacts

No confirmed adverse impacts were identified in 2025 based on available information and conducted due diligence activities. However, Pixii identified risks related to raw material extraction (cobalt, nickel, lithium), manufacturing labor conditions in Asia, and electronic component supply chains. These risks include potential issues concerning low wages, excessive overtime, limited union rights, and unsafe working conditions in upstream production.

2.4 Implemented and Planned Measures

Key measures implemented in 2025 include:

- Strengthened supplier qualification and onboarding requirements
- Updated Responsible Sourcing Policy and Conflict Minerals reporting requirements
- Introduced supplier ESG audits for high-risk categories
- Expanded grievance mechanism and awareness training

Planned measures include full supply-chain traceability for critical minerals, increased on-site audits, and digitalization of supplier due diligence workflows.

3. Signatures

The Board of Directors has been informed of and supports the content of this report. Management is responsible for its preparation and publication in accordance with the Norwegian Transparency Act.

Thomas Ingebretsen

CEO
Pixii AS