



Modern Slavery and Human Trafficking Statement

Neat fully supports government objectives to eradicate modern slavery and human trafficking.

About Neat

Neat is a Norwegian video technology company providing a complete portfolio of pioneering devices that address any space in today's modern workplace.

Designing engaging experiences that allow you to meet, create and collaborate whenever, wherever and however you want, Neat devices natively support Microsoft Teams, Zoom and a range of compelling business applications.

Neat inspires people to connect and communicate more creatively in the workplace, giving everyone the choice and flexibility to always be at their best.

Our supply chain

Neat's supply chain network covers the products we sell, the transportation and delivery of such products and our day-to-day operations.

Several suppliers manufacture the products we sell. Dedicated teams manage these relationships. Supply chains are often complex in terms of structure, with several layers.

Our policies on slavery and human trafficking

Our labor and human rights policy reflects our commitment to acting ethically and with integrity in all our business relationships, helping to ensure that slavery and human trafficking are not taking place anywhere in our business. We expect all those in our supply chain to comply with this approach.

Our due diligence

Before entering into agreements with manufacturers (suppliers), we assess potential risk areas within our supply chains and aim to ensure that manufacturer suppliers have clearly defined ethical working practices, including suitable anti-slavery and human trafficking policies and processes within their businesses.

Further steps

We intend to continue to enhance our supplier due diligence process. We recognize that because of

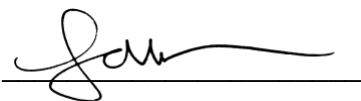
the large number of supplier relationships throughout our business, a risk-based approach is appropriate to ensure that there is no slavery or human trafficking throughout our company or our supply chain.

We identify our higher-risk relationships and tailor our supplier due diligence accordingly. We are continuing to refine this process. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will develop our staff training. We will encourage them to identify and report any potential concerns.

We will continuously assess any instances of non-compliance on a case-by-case basis and tailor any remedial action appropriately.

We make this statement under Section 54 (1) of the Modern Slavery Act 2015. It sets out the steps taken and those which Neat intends to take in the future to prevent modern slavery and human trafficking in our supply chains or any part of our business.

This statement is reviewed and updated on an annual basis.

A handwritten signature in black ink, appearing to read 'Janine', written over a horizontal line.

Janine Pelosi
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Jean Bays', written over a horizontal line.

Jean Bays
Head of People

November 29, 2023